



Jewellery Quarter Academy

Equality Objectives 2021-22

This document provides information on our school context with respect to the Protected Characteristics set out in the Equality Act 2010; sets out our Equality Objectives; and provides data to demonstrate our progress towards these aims.

1) School Context – Pupil

This section provides information on the composition of the pupil population at the school with respect to the 'protected characteristics' outlined in the Equality Act. The Act protects people from discrimination on the basis of 'protected characteristics'. Every person has several of the protected characteristics, so the Act protects everyone against unfair treatment. The protected characteristics for pupils are disability, gender reassignment, pregnancy and maternity, race (ethnicity), religion and belief, sex (gender) and sexual orientation.

Gender (%)

Male: 44

Female: 56

Other/ Not Stated:

Special Educational or Medical Needs and Disability

Pupils with a Statement of SEN or EHCP (%): 15

Ethnicity & Race

	%	Number
White	9	54
Mixed / Dual Background	16	96
Asian or Asian British	19	116
Black or Black British	45	275
Information not yet obtained	2	10
Any Other Ethnic Group	9	55

Religion & Belief

Religion & Belief	%	Number
Christian	25	150
Muslim	39	235
Jewish	0	0
Hindu	1	6
Sikh	1	8
Buddhist	0	3
Other	6	39
No Religion	5	33
Not stated	22	135

Additional Groups

Ofsted inspections look at how schools help "all pupils to make progress, including those whose needs, dispositions, aptitudes or circumstances require additional support." In addition to pupils with protected characteristics, we wish to provide further information on the following groups of pupils:

Pupils with English as an Additional Language				
	Boys	Girls	Total	% of school population
English as an additional language	152	131	283	47
Pupils from low-income backgrounds				
Number of pupils eligible for Pupil Premium	213	162	375	62
Number of Looked After Children:2				

Information about our Employees

We are required to publish information about the diversity of our workforce if we have more than 150 employees. This information provides a profile of our workforce, as well as our employment practices and achievements.

CORE Education Trust is committed to eliminating discrimination and encouraging diversity amongst our employees. Our aim is that our workforce will be truly representative of all sections of society and that each employee feels respected and able to give their best. To that end we are committed to provide equality and fairness for all in our recruitment and employment practices and

not to discriminate on grounds of age, disability, gender reassignment, marriage/civil partnership status, pregnancy and maternity, race, religion or belief, sex, or sexual orientation. We oppose all forms of unlawful and unfair discrimination.

The appointment and recruitment procedure must always be applied fairly and in accordance with employment law and the CORE Education Trust Equality & Diversity Policy

Gender (%)

Male:

Female:

Other/ Not Stated:

Disability

Number of staff identifying as disabled:

Religion & Belief

Religion & Belief	%	Religion & Belief	Number
Christian		Other	
Islam		No Religion	
Jewish		Not stated	
Hindu			
Sikh			

Ethnicity and Race

	Total
White British	
White Irish	
Traveller of Irish Heritage	
Any other White Background	
Gypsy / Roma	
White and Black Caribbean	
White and Black African	
White and Asian	
Any Other Mixed Background	
Indian	
Pakistani	
Bangladeshi	
Any Other Asian Background	
Black Caribbean	
Black – African	
Chinese	
Any Other Ethnic Group	
Refused	

2) Our Equality Objectives

Equality Objective 1: To promote diversity, equality and inclusion amongst our staff body

This will be achieved by ensuring:

- All staff are aware of responsibilities around derogatory and discriminatory language and actions, in line with latest KCSIE guidance to ensure a culture of safeguarding and respect
- Applications are 'blind' for positions at the Academy

Review date and comments (8th September 2022):

- **Applications to be edited by HR lead (Office Manager and PA) prior to shortlisting to remove details that could lead to unconscious bias**

Equality Objective 2: To challenge stereotypes that can deny opportunities and enable equitability of offer, regardless of background

This will be achieved by ensuring that:

- The SEND register is accurate and is accessed and actioned by all staff so all students can learn and achieve
- Careers education advice and guidance provides a broad range of opportunities for students to access career paths open to them (for example, women in STEM)
- The CCF and partnership work with West Midlands Police seeks to promote careers opportunities for students from BAME backgrounds in the armed forces and police
- There is a range of opportunities open for all students, including opportunities for female students in sport and equity of resources
- GCSE options give a broad range of choices for all students and positive promotion and action is utilised to ensure equity (for example, boys doing jewellery design and food technology)

Review date and comments (8th September 2022)

- **Women in STEM work to have a higher profile in CORE Extra sessions led by female Science teachers. Female access to sport at social times to be more structured and tracked as well as female uptake in CORE Extra and fixtures.**

Equality Objective 3: To promote tolerance and understanding as well as foster strong relationships so students can respect all that inhabit a multi-cultural city

This will be achieved by ensuring that:

- Personal development sessions focus on positive and healthy relationships, covering aspects consent, bullying and abuse
- There are calendared celebration events and significant opportunities to explore and empathise for all students, such as Refugee Week, Holocaust Memorial Day, the recognition day to mark the 1994 genocide in Rwanda, Remembering Srebrenica, Refugee Week and LGBTQ+ events
- Admissions for newly arrived students welcome students successfully so they sustain their place and thrive
- Academy uniform policy has all references to gender removed

Review date and comments (8th September 2022):

- All objectives met

Equality Objective 4: Respond to variations in data to enable all students to achieve and succeed

This will be achieved by ensuring that:

- The gender gap in achievement is narrowed so boys achieve as well as girls
- Actions are taken to address disproportionate fixed term exclusions for boys
- Students from disadvantaged backgrounds Basics (9-5) rate increases from 19%, with particular focus on Maths element, building from 22% securing a grade 9-5

Review date and comments (insert review date here):

- Gender gap continues to be a focus in 2022-23 as does a reduction in exclusions over time. Basics rate increased to 25% for disadvantaged students in 2022 with Maths remaining a focus in 2022-23.