



# Perry Beeches III

## The Free School

## Equality Objectives

Date policy reviewed	01 September 2016
Current version	1.1

Reviewed Annually

## **Protected Characteristics and Equality Objectives at PB III**

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: 57.7%

Female: 42.3%

Other/ Not Stated:

#### **Special Educational or Medical Needs and Disability**

Pupils with a Statement of SEN or EHCP (%): 3 Students or 0.8%

#### **Looked After Children**

Two children are currently in the care of the Local Authority.

## Ethnicity and Race

Ethnicity	Number
African: Unspecified	4
Angolan	1
Any Other Black Background	4
Arab Other	10
Asian and Black	2
Bangladeshi	9
Black Caribbean	95
Black European	4
Black North American	1
Black Other	10
British White	9
Chinese and any other background	2
Congolese	5
English	8
Hong Kong Chinese	1
Indian	9
Iranian	4
Iraqi	1
Irish	1
Kurdish	2
Nigerian	1
Not Obtained	20
Other Black African	14
Other Chinese	1
Other Ethnic Group	3
Other Mixed Background	7
Other White	1
Pakistani: Kashmiri	4
Pakistani: Mirpuri	14
Pakistani: Other	17
Portuguese	1
Refused	10
Somali	10
Sudanese	3
Vietnamese	1
White and any other Asian Background	1
White and any other background	1
White and Black African	13
White and Black Caribbean	23
White and Indian	3
White and Pakistani	5
White Eastern European	2
White Western European	1
Yemini	1

## 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

<b>EAL</b>		
Yes	113	32%
No	242	66%

### Pupils from low-income backgrounds

<b>Pupil Premium</b>		
Pupil Premium	247	70%
Non Pupil Premium	108	30%

### Religion and Belief

<b>Religion</b>	<b>Number who replied</b>
Buddhist	2
Christian	94
Muslim	65
No Religion	31
Other	22
Refused	27
Sikh	3

## **PB III Equality Objectives 2016 - 17**

### **Equality Objective One:**

- (a) To eradicate achievement gaps between Disadvantaged students and their peers
- (b) To promote higher education and graduate professions for all students

#### **Strategies:**

- Strategic and appropriate use of Pupil Premium funding
- Provision of additional activities and resources for low-income students
- Academic Mentoring and targeted intervention
- Appraisal targets for teachers which focus on disadvantaged students
- Rigorous tracking of disadvantaged students by leaders at all levels

### **Equality Objective Two:**

- (a) To eradicate homophobic language and behaviours
- (b) To educate students about diversity and equality legislation
- (c) To foster respect and celebrate difference

#### **Strategies:**

- School's core value of 'We believe in Respect'
- LGBT Focus week, with guest speakers, equality and celebration themes
- PSHE lessons
- Promoting LGBT role models within the school, locally and nationally
- Strong links with Stonewall
- Assemblies/competitions/displays

### **Equality Objective Three:**

- (a) To challenge rigidly defined gender roles
- (b) To raise female participation and achievement in sport, science, technology, engineering and mathematics
- (c) To educate all students about sexual violence and sexual exploitation

#### **Strategies:**

- An culture of high aspirations and academic success for all students
- Positive action to promote historically male-dominated sports to female students
- PSHE lessons
- Positive action to promote STEM subjects and activities
- Information, advice and careers guidance which promotes female entrance to disproportionately male industries and occupations
- Assemblies/displays/female role models from a variety of professions