



CORE
EDUCATION
TRUST

EQUALITY OBJECTIVES 2021-22



ARENA
ACADEMY

DELIVERING A **CORE** EDUCATION

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 – Student

This section provides information on the composition of the student 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 students are disability, gender reassignment, pregnancy and maternity, race (ethnicity), religion and belief, sex (gender) and sexual orientation.

Gender (%)

Male: 50.05%

Female: 49.95% Other/ Not Stated:

Special Educational or Medical Needs and Disability

Students with a Statement of SEN or EHCP (%): 0.59%

Ethnicity & Race

Ethnicity & Race	%	Number
White	41	420
Mixed / Dual Background	8.00	82
Asian or Asian British	25	256
Black or Black British	13.5	138
Information not yet obtained	2	20
Any Other Ethnic Group	10.6	109

Religion & Belief

Religion & Belief	%	Number
Christian	36.6	376
Muslim	17.7	182
Jewish	0	0
Hindu	3.5	36
Sikh	4.77	49
Buddhist	0.29	3

Other	5.26	54
No Religion	23.87	245
Not stated	7.89	81

Additional Groups

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

Students with English as an Additional Language				
	Boys	Girls	Total	% of school population
English as an additional language	65	68	133	12.9%
Students from low-income backgrounds				
Number of students eligible for Student Premium	151	160	311	30.3%

Number of looked after children	14
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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: 26 (29%), Female: 63 (71%), Other/ Not Stated: 0.

Disability

Number of staff identifying as disabled: 0

Ethnicity and Race

Ethnicity and Race	Total
White British	55
White Irish	0
Traveller of Irish Heritage	0
Any other White Background	2
Gypsy / Roma	0
White and Black Caribbean	0
White and Black African	0
White and Asian	0
Any Other Mixed Background	1
Indian	10
Pakistani	4
Bangladeshi	5
Any Other Asian Background	0
Black Caribbean	9
Black – African	0
Chinese	0
Any Other Ethnic Group	0
Refused	2

2) Our Equality Objectives

Equality Objective 1: To monitor and analyse student achievement by race, gender, age and SEND and act upon any trends or patterns in the data that requires additional support for students.

This will be achieved by ensuring:

- Forensically monitor achievement data after every Assessment point and produce an action plan for any identified underachieving groups.
- Data to be analysed and discussed at SLT meetings and Governor’s meetings on a regular basis.
- All students to access a broad curriculum including core subjects, art, performing arts, sports and enrichment through our extracurricular activities and CORE cares programme.
- Additional welfare support is available for students by form tutors, year group coordinators and the head of year.
- All qualification led courses effectively support students moving to the next steps in their education and the support is in place that students access the curriculum.
- High expectations set for ALL students regardless of race, gender, age, SEND.

Review date and comments:

Equality Objective 2: To create an ethos where discrimination is always challenged by both teachers and students.

This will be achieved by ensuring that:

- All staff to record all incidences of discrimination using the online system CPOMS.
- Monitor, analyse, and action any incidences of the use of homophobic, sexist and racist language by all stakeholders in our school. Data to be shared at SLT meetings and presented to Governors on a regular basis.
- Through our tutorial and PSHE programme, students to be taught about discrimination and how to challenge it.
- Celebration of different themes and national awareness days such as LGBTQ+ week.
- A comprehensive and robust Relationships, Sex and Education programme.
- Involvement of external agencies where required.
- Train student and staff mediators for conflict resolution.
- iPeace conflict resolution programme to be introduced.
- New behaviour and Relationship's policy to be introduced.
- New Anti-bullying policy to be introduced aligned with the nationally recognised Bullying Intervention Group. This will include a group of student anti-bullying ambassadors and an anti-bullying charter.
- New Digital Leaders group to be created which will consist of students trained on cyber bullying and discrimination. Digital leaders to give training to all staff and students.
- Regularly carry out student surveys to obtain the views of all students. Student surveys results to be analysed and 'you said.... we did' documents produced.

Review date and comments:

Equality Objective 3: To mitigate effects of the national lockdowns by ensuring no groups are disproportionately affected.

This will be achieved by ensuring that:

- A recovery curriculum to identify and address gaps in learning
- A robust National Tutoring Programme in place to address gaps in learning by offering high quality tuition.
- A recovery curriculum within PSHE supporting mental health and emotional resilience.
- Providing IT facilities to students who may be working remotely.

- To provide paperwork packs and adapted resources to support SEND students
- Strategic spending of catch-up funding
- Partnering with Parents and community to promote physical wellbeing and active lifestyles.

Review date and comments: