

## EQUALITY ACT 2010 – DUTY TO PUBLISH INFORMATION AND OBJECTIVES BY 6 APRIL 2012

## Phoenix Academy

**Introduction**

Under the Equality Act 2010, we welcome our general duty to eliminate discrimination, to advance equality of opportunity and to foster good relations, and our specific duties to publish information about our Academy population; to explain how we have due regard for equality and to publish equality objectives which show how we plan to tackle particular inequalities and reduce or remove them.

- The Academy gathers information on the pupil population broken down by ethnicity and gender
- The Academy gathers information on the difference in attainment between girls and boys, and between pupils of different ethnic backgrounds. Within the End-of-Key stage 2 tests Girls outperformed Boys, and PPG outperformed non-PPG. Phoenix Academy treat every child as an individual and interventions are agreed by SLT and class teachers to address this and narrow the gap.
- A senior member of staff, Andy Fisher, has special responsibility for equality matters.
- Pupil Premium funds are used to increase the quality of teaching all children eligible for pupil premium receive, targeted support for groups of children, and other approaches focused on specific areas of development for individuals.
- There are clear procedures for dealing with prejudice-related bullying and incidents. Please see anti-bullying policy.

**Pupils**

	No of pupils on roll		
	Boys	Girls	Total
Total	50% (76)	50% (77)	153

**SEND & Ethnicity**

SEND Support	Total	Ethnicity ( <i>Groups with 3% of school population and above</i> )	
		WB	GRT
Whole School	16% (25)		
6	23% (5)	84% (139)	5% (9)
5	22% (5)		
4	17% (5)		
3	19% (4)		
2	10% (2)		
1	13% (3)		
R	7% (1)		

**Vulnerable Groups**

Disadvantaged	EAL
46% (70)	10% (15)

### **These are our objectives**

The Inspection dashboard has been used to set the following relevant objectives relevant to the Equality information:

- To continue to accelerate progress for children in all groups to ensure they narrow the gap with national benchmarks
- To develop the pastoral care at Phoenix, improving the emotional intelligence of all children
- Narrow the gap between PPG and Non-PPG in Y3 and Y5 Writing
- We want to promote an improved sense of shared belonging in the Academy and in the community. We will do this by embedding the STEP values into the school and measure it by monitoring the wellbeing of the community through questionnaires.
- We aim to increase the percentage of PPG children reaching EXS at the end of each year

Date: September 2018

Head teacher



Alun Evans