



Equality

Newark Academy is committed to ensuring equality of provision throughout our school. There are a number of statutory duties that must be met by every school in line with legislation from the Race Relations Amendment Act 2000, Disability Equality Duty 2005 and Equality Act 2010.

Newark Academy is committed to meeting its public sector duties and acknowledges that we have a statutory duty to:

- ***Eliminate discrimination, harassment and victimisation.***
- ***Promote equality of access and opportunity within our school and within our wider community.***
- ***Promote positive attitudes to difference and good relationships between people of different backgrounds, genders, cultures, faiths, abilities and ethnic origins.***

The Leadership Team and Governors at Newark Academy review termly the progress that we are making to meet our equality objectives with regard to protected groups (race, disability, gender reassignment, age, pregnancy and maternity, marital status, sexual orientation, religion/belief and sexual orientation) under the Equality Act 2010.

At Newark Academy your mission is: to work hard and be kind.

In line with our mission statement, we want to ensure that equality exists within our school in order that all students are included effectively and that they are all supported to achieve their best.

Equality Objectives

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives: -

Equality Objective	MUTUAL RESPECT - To promote the 'British value' of mutual respect within the school community - with a focus on race, religion, age and disability.
Why?	Our school make up is changing – with an increase in children with EAL –and an increasing number of children recorded as having 'no religion'. Our number of SEND pupils is above national average.

How?	<p>The academy has a bespoke and intuitive active tutor programme which includes a broad curriculum delivery plan for PSHE, SMSC and British Values. Through this programme all children are taught the importance of mutual respect and the value of being British and how this impacts on them across an everchanging 21st century landscape.</p> <p>In addition to this the academy has a developing enrichment programme which is designed to offer engaging opportunities to embed the learning which takes place during tutor time.</p> <p>Furthermore, a rich programme of assemblies ensures that reiteration of all of these important learning experiences are recapped throughout the academic year.</p>
Outcome?	All children are well rounded young people who value themselves and each other and recognise the importance of respect of all within their local community and beyond.

Equality Objective	SELF RESPECT – To promote self-respect and safety in terms of religion, belief, disability or sex.
Why?	We need to ensure that staff are continually updated on safeguarding and that students know how to keep themselves safe.
How?	<p>The academy has a bespoke and intuitive active tutor programme which includes a broad curriculum delivery plan for PSHE, SMSC and British Values. Through this programme all children are taught the importance of self respect and an appreciation of how to keep themselves safe.</p> <p>In addition to this the academy has a developing enrichment programme which is designed to offer engaging opportunities to embed the learning which takes place during tutor time.</p> <p>Furthermore, a rich programme of assemblies ensures that reiteration of all of these important learning experiences are recapped throughout the academic year.</p>
Outcome?	

Newark Academy Community – Student breakdown

October 2016: **612** on roll, from Y7 to Y13

Information has been gathered from SIMS under the following headings:

Ethnic Categories					
	No	%		No	%
Black African	1		Indian	0	
White & Black African	3		Pakistani	0	

Black Caribbean	2		Any other mixed	2	
White & Black Caribbean	9		Any other	8	
Any other Black	1	0.2	Any other White	64	10
Chinese	0	0	White Irish	6	1
White & Asian	1	0.2	White British	508	83
Any other Asian	0	0	Refused	0	0
Info Not Obtained	7	1	Total	612	

Religion and belief			
Christian	256	Jewish	0
Church of England	47	Muslim	6
Roman Catholic	48	Other	4
Hindu	0	No Religion	164
Non specified	87	Total	612

Home Language			
Albanian	2	Persian/Farsi	0
Arabic	0	Polish	28
Chinese	0	Russian	0
English	533	Turkish	0
French	1	Urdu	0
Hindi	0	Classification pending	20
Other	28	Total	612

Gender/Free School Meals			
Boys	324	Girls	288
Full time pupils, excluding Nursery		Free School Meals	
Boys on FSM	40	Girls on FSM	32

SEND – Autumn Term 2016			
EHC / Statement	5	SEN Support	29
Vulnerable	61	Monitoring	15
Total pupils	612	Total SEN	110

Areas of need:			
Visual	3	Behaviour, Emotional & Social difficulty	6
Hearing	1	Social, Emotional & Mental Health	29
ASD	36	Physical	15
Vulnerable	61		(N.B. some children have multiple needs)

Equality Data 2016 – Summary			
612 Pupils			
Race	non-white or no information	5%	95% white
Religion	other faiths	1%	99% Christian or no religion
Home Language	EAL or unclassified	13%	87% English
FSM	Boys:6.5% girls: 5%		11.5% overall
SEND	Boys: 68% girls: 42%		18% overall

This policy is supported within the School Development Plan but also works alongside the School Accessibility Plan