

The St. Bart's Multi-Academy Trust

Equalities Information and Objectives Statement



Academy:	Belgrave St. Bartholomew's Academy
Year:	2023-2024

Promoting equality is at the heart of the St Bart's Multi- Academy Trust's mission. Our moral purpose is to provide the best education and curriculum in all our academies, enabling every child to realise their full potential. A commitment to equality of opportunity for both pupils and staff is at the core of everything we do. Through the positive promotion of equality, and also by challenging any form of bullying and harassment and creating an environment which champions respect for all, we aim to eliminate discrimination and fulfil our obligations under the Equalities Act 2010.

Vision Statement

An Inclusive Family Under God

Loving each other as we love ourselves. (Matthew 22:39)

Specific Statutory Duties

Belgrave St. Bartholomew's Academy aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- ☐ Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- ☐ Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- ☐ Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

Belgrave St. Bartholomew's Academy has a statutory duty to publish an Equality Information and Objectives Statement, as such we will publish this statement and our objectives on the Academy website and raise awareness of the plan through the Academy newsletter/social media, assemblies/worship, staff meetings and other communications.

The Academy Equality Objectives are updated every 4 years with progress analysed annually. The Academy must publish information relating to persons who share a relevant protected characteristic who are affected by their policies and practices, this information will be updated annually.

Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010

Belgrave St. Bartholomew's Academy eliminates discrimination by:

Please insert examples of activities undertaken at the academy to eliminate discrimination.

- High quality curriculum resources that promote a variety of faiths and cultures. These include PSHE resources, RE resources and texts across the curriculum.
- A carefully and well planned RSE curriculum which meets statutory requirements and the needs of all children.
- Personalised learning journeys for all journey and the removal of barriers through the use of technology. Children use accessibility features to promote outstanding outcomes.
- High quality extra curricular opportunities ranging from sport, arts and other interests. Child voice is heard and children have input into the curriculum offer.
- A range of resources across the curriculum to ensure barriers are removed for children with higher needs or disability. Including PE resources.
- An inclusive and fair behaviour policy that enable all children to flourish. An anti-bullying policy which ensures bullying is dealt with quickly and effectively in line with the behaviour policy. Belgrave St. Bartholomew's Academy do not accept any form of bullying. Both policies can be found on our school website <https://www.belgraveacademy.org.uk/policies>
- Planned educational visits to a range of diverse places of worship including church, mosque and the synagogue.
- Wider curriculum offers such as cohesion week to celebrate our diverse and multi faith community. Close links made with the local authority community cohesion officer to deliver Police cadets and workshops on cohesion.
- Daily worships to promote our Christian ethos, values and vision.
- Celebration worships every Friday to celebrate all children and their work throughout the week.

Advance equality of opportunity between people who share a protected characteristic and people who do not share it

Belgrave St. Bartholomew's Academy will advance equality of opportunity by:

Please insert examples of activities undertaken at the academy to advance equality of opportunity.

- SEN/PP sports opportunities attended by children who are disadvantaged
- Girls football and cricket teams attend all local tournaments
- Use of technology to remove barriers for EAL learners and give them access to high quality knowledge and vocabulary
- Pupil premium strategy regularly updated and amended in order to close the disadvantage gap.
- Equality and diversity policy updated at trust level and shared with staff annually <https://www.belgraveacademy.org.uk/policies>
- Daily assessment used to ensure misconceptions are addressed and high quality interventions are provided as and when required.

- Oracy rules developed in order to promote high quality spoken language and have a positive impact on writing across the curriculum for EAL and disadvantaged children.
- NTP delivered in order to close the disadvantage gap for pupil premium children, with a focus on reading, writing and maths.
- Regular summative and formative assessments provide information to allow staff to adapt their pedagogy in order to best meet the needs of all children.

Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

Belgrave St. Bartholomew's Academy aims to foster good relations between those who share a protected characteristic and those who do not share it by:

Please insert examples of activities undertaken at the academy to foster good relations

- Belgrave St. Bartholomew's Academy take part in regular national events such as; anti-bullying week, E-safety week etc in order to promote key issues and support children in school
- SLT react and deliver worship in regards to local, national and worldwide issue in order to break down barriers, social bias and promote togetherness and tolerance
- Rewards systems linked to our core values of courage, compassion and respect embed values across school
- Daily worships linked to our root story of the Good Samaritan and promotion of Christian values.
- Celebrations of different faiths through Diwali, Christmas and Eid etc
- Local community engagement through the local authority offer and engagement with the church and mosque
- Annual Summer Fayre and invites to the local community to engage with the school
- RE curriculum built around the Stoke syllabus and Abrahamic faiths to promote tolerance and understanding
- Curriculum drivers include 'wisdom' to promote empathy and understanding of others who are different and our diverse community

Pupil Characteristics – Academic Year 2023-24

Total Number of Pupils on roll: 544 (inc Avenues)

	Male	Female	FSM	PP	EAL	In Care / Looked After	SEN Support	EHCP	GRT
Nursery	27	28	6	6	43	1	2	1	0
Reception	32	28	10	10	42	0	2	2	0
Year 1	34	24	9	9	46	1	6	1	0
Year 2	30	30	12	13	53	1	10	3	0
Year 3	30	30	9	9	51	0	10	0	0
Year 4	33	27	7	7	47	1	8	0	0
Year 5	27	33	11	12	52	1	10	1	0
Year 6	29	31	11	11	53	0	10	2	0

Ethnic Categories NB the list of ethnicities is provided by the DfE's Common Basic Data Set.

White – British	101	White - Irish	0	Traveller of Irish Heritage	0
Gypsy / Roma	0	Any Other White Background	6	White and Black Caribbean	3
White and Black African	1	White and Asian	8	Any other mixed background	12
Indian	4	Pakistani	373	Bangladeshi	4
Any Other Asian Background	11	Black Caribbean	0	Black - African	9
Any Other Black Background	0	Chinese	0	Any Other Ethnic Group	3
Refused	0	Information Not Obtained	0		

Religion and Belief NB the list of religion and belief is provided by the DfE's Common Basic data Set.

Baptist	0	Free Church	0	Muslim	398	Seventh Day Adventist	0
Buddhist	2	Greek Orthodox	1	No Religion	31	Sikh	0
Church of England	0	Hindu	2	Quaker	0	United Reform Church	0
Christian	31	Jewish	0	Roman Catholic	5	Other Faith	1
Congregational	0	Jehovah's Witness	2	Russian Orthodox			
Christian (Ecumenical)	0	Methodist	0	Salvation Army			

Equality Objectives – 2023-2027

Belgrave St. Bartholomew's Academy has established the following objectives:

Link to Public Sector Equality Duty	Objective	Measures taken	Responsibility	Success Criteria	Review of Measures taken Year 1	Review of Measures taken Year 2	Review of Measures taken Year 3	Overall Impact Year 4
Eliminate discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.	To develop awareness of own identity and an understanding and tolerance of other cultures. We will provide opportunities for all children to understand, respect and celebrate difference and diversity.	Children are taught about a wide range of cultures and faiths through a high quality curriculum. Children have extra-curricular opportunities including visits, experiences to enhance their understanding of tolerance and British Values.	Principal, SLT, Teachers, Support Staff.	All academy events have children from a variety of groups and backgrounds. All pupils regardless of backgrounds have access to a high quality curriculum. Pupils voice is heard and actions taken regarding feedback of annual surveys. Junior Leadership Team is developed and embedded to capture pupil voice and act on feedback. Pupils of all backgrounds actively seek out opportunities to be courageous advocates.				
Advance equality of opportunity between people who share a protected	To monitor and analyse pupil achievement by race, gender and disability and act	Tracking of pupils attendance at all levels (Whole school/ethnic backgrounds/disa	Principal, SLT, Teachers, Support Staff	All children make progress from starting points regardless of				

characteristic and people who do not share it	on any trends or patterns in the data that require additional support for pupils. The school will strive to ensure that children from all groups continue to make progress at least in line with their peers to meet or exceed national expectations in English and Mathematics.	<p>disadvantaged/SEN/ELAL) and measures put in place to support families with barriers.</p> <p>Equal opportunities for parents to be heard and support in removing barriers to poor attendance.</p> <p>Processes in place to track data and progress of all children and close the attainment gap for children regardless of background or starting points.</p>		<p>ethnicity, background.</p> <p>Children not making progress are identified and interventions have a positive impact on progress.</p> <p>School data is in line with National Data for Reading, Writing and Maths.</p>				
Foster good relations across all protected characteristics	To improve the attendance of all groups of children in line with national expectations.	Attendance processes followed in order to support families and promote high attendance.	Principal, SLT, SENDco	<p>Attendance figures for all children are in line with National figures.</p> <p>Children with SEN have attendance in line with National figures.</p> <p>Children regardless of background, ethnicity and religion have high levels of attendance.</p>				

