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**The St. Bart’s Multi-Academy Trust**

**Equalities Information and Objectives Statement**

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| --- | --- |
| **Academy:** | Choose an item. **Park Hall Academy** |
| **Year:** | **2023 2024** |

Promoting equality is 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

All members of the Park Hall family contribute to the life of our happy, friendly and successful school. We take great pleasure in celebrating our achievements and success. We ensure that our values of honesty, enjoyment, achievement, respect and teamwork are at the heart of everything we do. Our inclusive education is reflected in our high-quality teaching and learning where we promote community cohesion to prepare our little people for life as global citizens. We are an inclusive and caring community, together we create a nurturing and secure environment where each child is valued and recognises that they are special and important. In turn we value others and recognise our responsibilities towards one another. Our global citizens are empowered through the implementation of our texts and exciting stories to expose learners to the protected characteristics of others in an age-appropriate manner through stories and discussions where we promote equality (All different, All welcome). A range of stories are utilised that encourage positivity with children living in a community full of differences and diversity, whether that difference is through ethnicity, gender, ability, sexual orientation, gender identity, age or religion. Our global citizens answer ‘big questions for curious minds’ through the exploration and discussion of current news where children encourage, discuss and challenge what is happening in the world so they can try and make the world a better place, developing respect for other’s belifs, feelings and faiths.

Specific Statutory Duties

Choose an item.Park Hall Academyaims 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

Choose an item. Park Hall 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

Choose an item. Park Hall Academy eliminates discrimination by:

* *Promoting our value of ‘All different, all welcome’ through the enagament of our ‘No outsiders’ programme to ensure that all global citizens leave primary school happy and excited about living in a communicty full of difference and diversity.*
* *Engaging our pupils in current affairs through Picture News to provide them with opportunities to learn from our world and develop respect for other’s beliefs, feelings and faiths.*
* *Regular monitoring of the curriculum to ensure that the needs of our pupils are met and that it promotes respect for diversity and challenges stereotyping.*
* *Tracking pupil progress to ensure that all children make rapid progress, identifying early interventions to ensure that all learners can access and achieve their expected learning outcomes through our ‘keep up, not catch up’ approach to learning.*
* *Providing the opportunity for all pupils to access extra-curricular provision*
* *Promoting positive behaviours to ensure pupils follow our school expectations and values through our Behaviour policy which outlines how staff respond to misbehaviour.*

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

Choose an item.Park Hall Academy will advance equality of opportunity by encouraging the participation in activities and promotion of involvement of girls in football. Regular assessments of pupil’s learning and analysis of data to ensure all groups make the best possible progress and take appropriate action to address any gaps.

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

Choose an item. Park Hall Academy aims to foster good relations between those who share a protected characteristic and those who do not share it, through our teaching during worship, assemblies and our PSHE curriculum which promotes tolerance, friendships and raises awareness of religions and cultures. Our PSHE curriculum is taught alongside texts and exciting stories to expose learners to the protected characteristics of others in an age-appropriate manner through stories and discussions which delivers the objective outlined in the Equality Act for every child. This, in addition with our ‘Big questions for curious minds’ provides teachers with a curriculum that promotes equality in our community, preparing our little people for life as they leave primary school excited about living in a community full of difference and diversity, whether that different is through ethnicity, gender, ability, sexual orientation, gender identity, age or religion.

Pupil Characteristics – Academic Year 2023

**Total Number of Pupils on roll:** **445**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Male** | **Female** | **FSM** | **PP** | **EAL** | **In Care / Looked****After** | **SEN****Support** | **EHCP** | **GRT** |
| **Nursery**  | 19 | 22 | 5 | 5 | 2 | 0 | 0 | 0 | 0 |
| **Reception**  | 33 | 28 | 7 | 10 | 3 | 0 | 6 | 1 | 0 |
| **Year 1**  | 28 | 32 | 14 | 11 | 2 | 0 | 4 | 2 | 0 |
| **Year 2**  | 27 | 28 | 8 | 8 | 1 | 0 | 8 | 1 | 0 |
| **Year 3**  | 30 | 22 | 8 | 10 | 0 | 1 | 7 | 0 | 0 |
| **Year 4**  | 28 | 29 | 13 | 14 | 0 | 1 | 5 | 0 | 0 |
| **Year 5**  | 26 | 34 | 11 | 10 | 2 | 0 | 7 | 0 | 0 |
| **Year 6**  | 33 | 27 | 7 | 8 | 1 | 1 | 6 | 1 | 0 |

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

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **White – British** | 403 | **White - Irish** | 0 | **Traveller of Irish Heritage** | 0 |
| **Gypsy / Roma** | 0 | **Any Other White Background** | 1 | **White and Black Caribbean** | 2 |
| **White and Black African** | 14 | **White and Asian** | 9 | **Any other mixed background** | 1 |
| **Indian** | 0 | **Pakistani** | 9 | **Bangladeshi** | 0 |
| **Any Other Asian Background** | 1 | **Black Caribbean** | 0 | **Black - African** | 0 |
| **Any Other Black Background** | 0 | **Chinese** | 0 | **Any Other Ethnic Group** | 1 |
| **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** |  | **Free Church** |  | **Muslim** | 16 | **Seventh Day Adventist** |  |
| **Buddhist** | 3 | **Greek Orthodox** |  | **No Religion** | 258 | **Sikh** |  |
| **Church of England** | 1 | **Hindu** | 1 | **Quaker** |  | **United Reform Church** |  |
| **Christian** | 140 | **Jewish** |  | **Roman Catholic** | 1 | **Other Faith** | 3 |
| **Congregational** |  | **Jehovah’s Witness** |  | **Russian Orthodox** |  |
| **Christian (Ecumenical)** |  | **Methodist** | 2 | **Salvation Army** |

Equality Objectives – 2023-2024

Choose an item. 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 provide all learners with the opportunity to understand, respect and celebrate difference and diversity.* | *Learners have many opportunties to explore and celebrate diversity and the uniqueness of themselves and others as individuals.* *Our curriculum is based around ‘Little People, Big Dreams,’ and enables all learners to see their futures as full of possibilities. (Inset – ‘Little Me, Aspires to Be’) Weekly Big Questions enable learners to discuss philisophical/ current event issues in a safe space.* | *SLT/ Teachers/ Support Staff/ all members of the Park Hall family.* | *All learners have access to a high quality curriculum that meets the needs of all learners.**All demographics of pupils feel that they have a voice and are heard – leadership teams, pupil interviews etc.* |  |  |  |  |
| Advance equality of opportunity between people who share a protected characteristic and people who do not share it. | To enable all learners to develop an understanding of the protectected characterics and how these relate to our fundamental British Values. | PSHE curriculum redeveloped to include a range of texts and exciting stories to expose learners to the protected characteristics of others in an age-appropriate manner through stories and discussions. Pupil Parliament, Pupil Safeguarding & Well-Being Committee – pupils promote fundamental British values, assist in making whole school discussion’s and provide support and feedback through class discussions, assemblies and information to parents. | *SLT/ Teachers/ Support Staff/ all members of the Park Hall family.* | All learners are able to understand and recognise what a protected characteristic is.All learners understand that they are unique and special and the characteristics that are unique to them. |  |  |  |  |