

Appendix A

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

Westbridge Academy

Introductory section

In everything we do as an Academy, we take account of how we can get rid of discrimination, give pupils an equal chance, and encourage everyone to get along.

In order to do this effectively we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school, but we will also analyse available data relating to the context of our local community, including hate crime data and demographic information. In relation to school provision we will pay particular attention to the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our pupil population in September 2022 comprises:

| No on roll: 159 | % Ever 6 FSM | % SEN support | % SEN EHCP | % EAL | % Ethnic minority pupils | % LAC | % boys | % girls |
|-----------------------|--------------|---------------|------------|------------|--------------------------|-------|------------|------------|
| School data: (pupils) | 60.4% (96) | 15.7% (25) | 0.01% (2) | 49.1% (78) | 83% (132) | 0 | 54.7% (87) | 45.3% (72) |

Our school equality statement

At Westbridge Academy, we are committed to ensuring equality of opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life.

We tackle discrimination through the positive promotion of equality, by challenging bullying and stereotypes and by creating an environment which champions respect for all.

At Westbridge Academy, we believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit us.

Here are some of the ways we do this:

The Academy gathers information on the pupil population broken down by gender and ethnicity. Currently at Westbridge Academy we have:

| Westbridge 2022-2023 | |
|--------------------------|------------|
| Number on Roll | 159 |
| % girls | 45.3% (72) |
| % boys | 54.7% (87) |
| % FSM | 57.9% (92) |
| % PPG | 45.3% (72) |
| % minority ethnic groups | 83% (132) |
| % EAL | 49.1% (78) |
| % SEND support | 15.7% (25) |
| % EHCP | 0.01% (2) |

The Academy gathers information about significant difference in attainment between girls and boys, and between pupils of different ethnic backgrounds. Using this information, we identify areas in which the school could reduce inequalities and decide upon priorities for the upcoming academic year in which we can work towards diminishing these differences entirely.

The results for the end of Key Stage 1 in 2021/22 were:

| Group | Reading | Writing | Maths |
|--------------|---------|---------|-------|
| All children | 68% | 68% | 68% |
| Boys | 71% | 71% | 79% |
| Girls | 63% | 63% | 50% |
| EAL | 60% | 60% | 60% |
| PPG | 78% | 78% | 78% |
| Non PPG | 62% | 62% | 62% |
| SEND | 67% | 67% | 67% |

The results for the end of Key Stage 2 in 2021/22 were:

| Group | Reading | Writing | Maths | RWM combined |
|--------------|---------|---------|-------|--------------|
| All children | 88% | 73% | 85% | 73% |
| Boys | 89% | 78% | 88% | 78% |
| Girls | 88% | 71% | 82% | 71% |
| EAL | 92% | 75% | 100% | 75% |
| PPG | 94% | 72% | 83% | 72% |
| Non PPG | 75% | 75% | 88% | 75% |
| SEND | 67% | 67% | 67% | 67% |

Equality and Anti-racism Champion

A senior member of staff, Clare Edet (AHT), has special responsibility for equality matters. There are a team of staff working with her to highlight equality across the school. They have used the STEP Academy Trust roadmap to becoming an anti-racist organisation to write an action plan for this academic year. This includes supporting staff with dealing with prejudice-related bullying and incidents.

Pupil Premium Plan

Pupil Premium money is used to target underachievement and ensure all children, no matter what their background, have access to the same quality teaching.

Anti-bullying policy

There are clear procedures for dealing with prejudice-related bullying and incidents. All staff have access to an online safeguarding programme where all incidents of bullying or racist incidents are logged. Incidents that do occur are dealt with in line with the school's behaviour policy.

These are our objectives

- At the end of KS1 and KS2, progress and attainment of all groups of pupils to be brought in line with the national average, or above
- We have set an objective to close these gaps to be equal over the next 2 years
- We ensure our academy teaches an inclusive and diverse curriculum by having equality at the forefront of every decision we make
- We will continue to celebrate our diverse community and consider ways to ensure our children experience different cultures and religions as well as breaking down gender stereotypes.