

# The St. Bart's Multi-Academy Trust

## Equalities Information and Objectives Statement



Academy:	Park Hall Academy
Year:	2024 2025

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 beliefs, feelings and faiths.

### Specific Statutory Duties

**Park Hall 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

**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

**Park Hall Academy** eliminates discrimination by:

- *Providing high quality learning and teaching for ALL learners, which promotes diversity and equality. This includes the PSHE & Relationships curriculum, created by RSE & PSHE specialists and supports the PSHE Association's Programme of Study.*
- *Embedding our ICARE characters and ethos to underpin all aspects of our curriculum enabling all children to: build a strong sense of identity, celebrate their character strengths, appreciate and be thankful, build positive and successful relationships with all members of the Park Hall family and show empathy to others. We all recognise that, 'to be kind' is the most important thing to aspire to be.*
- *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.*
- *Using technology innovatively to remove barriers to learning for all pupils, including the use of 1:1 iPad accessibility features e.g. use of voice notes by teachers to read questions to pupils, dictation tools, coloured screen tints.*
- *Providing the opportunity for all pupils to access a wide and varied range of extra-curricular activities.*
- *Promoting positive behaviours to ensure pupils follow our school expectations and values through our Promoting Positive Behaviours and Relationships Policy which outlines the ways in which we collectively contribute towards achieving our aims in promoting positive behaviours.*
- *Empowering our global citizens 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 (Everyone Welcomed, Loved & Unique). 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 beliefs, feelings and faiths.*

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

- **Park Hall Academy** will advance equality of opportunity by encouraging the participation in activities and promotion of involvement of girls in football. SEN/PP sports opportunities attended by learners.
- 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.
- Pupil Premium strategy regularly reviewed and amended in order to close the disadvantage gap.
- Equality and diversity policy updated at Trust level and shared with staff.
- Oracy developed in order to develop and promote high quality spoken language, in term positively impacting on writing across the curriculum for disadvantaged learners.

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

- **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 difference is through ethnicity, gender, ability, sexual orientation, identity, age or religion.
- Celebrations of different faiths through Diwali, Christmas and Eid etc.
- RE curriculum built across the Stoke syllabus to promote tolerance and understanding.
- Curriculum 'Big Ideas' and 'ICARE' which encompass our 'Everyone Welcome, Loved and Unique' ethos, celebrating each others' individual qualities and abilities.
- Calendar of events throughout the year, including annual summer festival to bring together the Park Hall family, engaging parents within school life.

## Pupil Characteristics – Academic Year 2024

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

	Male	Female	FSM	PP	EAL	In Care / Looked After	SEN Support	EHCP	GRT
Nursery	23	17	1	1	1	0	0	0	0
Reception	25	31	6	7	3	1	1	0	0
Year 1	32	28	7	10	3	0	6	1	0
Year 2	28	32	15	13	2	0	8	1	0
Year 3	27	27	7	6	1	0	10	2	0
Year 4	30	23	9	10	0	1	9	0	0
Year 5	29	32	13	13	0	1	6	1	0
Year 6	27	34	14	13	2	0	9	0	0

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

White – British	398	White - Irish	0	Traveller of Irish Heritage	0
Gypsy / Roma	0	Any Other White Background	2	White and Black Caribbean	12
White and Black African	3	White and Asian	9	Any other mixed background	2
Indian	0	Pakistani	10	Bangladeshi	0
Any Other Asian Background	1	Black Caribbean	0	Black - African	4
Any Other Black Background	0	Chinese	0	Any Other Ethnic Group	2
Refused	1	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	17	Seventh Day Adventist	
Buddhist	3	Greek Orthodox		No Religion	251	Sikh	
Church of England	1	Hindu	1	Quaker		United Reform Church	
Christian	142	Jewish		Roman Catholic		Other Faith	3
Congregational		Jehovah's Witness		Russian Orthodox			
Christian (Ecumenical)		Methodist		Salvation Army			

## Equality Objectives – 2023-2027

Park Hall 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
<i>Eliminate discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.</i>	<i>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.</i>	<i>Learners have many opportunities 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 philosophical/ current event issues in a safe space.</i>	<i>SLT/ Teachers/ Support Staff/ all members of the Park Hall family.</i>	<i>All learners have access to a high quality curriculum that meets the needs of all learners.</i>  <i>All demographics of pupils feel that they have a voice and are heard – leadership teams, pupil interviews etc.</i>	<ul style="list-style-type: none"> <li>Ethos of the school – 'Everyone Welcomed, Loved &amp; Unique' embedded through assemblies, story texts, newsletters to involve parents/ carers, school song with personalised lyrics.</li> <li>High quality, PSED, C &amp; R curriculum taught progressively to all learners throughout the school, evidenced within the class book.</li> </ul>			
Foster good relations across all characteristics – between people who share a protected characteristic and	To enable all learners to develop an understanding of the protected characteristics and how these relate to our	PSHE curriculum redeveloped to include a range of texts and exciting stories to expose learners to the protected characteristics of others in an age-	<i>SLT/ Teachers/ Support Staff/ all members of the Park Hall family.</i>	All learners are able to understand and recognise what a protected characteristic is.  All learners understand that	<ul style="list-style-type: none"> <li>'Everyone Welcomed, Loved &amp; Unique' progressive range of texts. Weekly lessons have been planned</li> </ul>			

people who do not share it	fundamental British Values.	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.		they are unique and special and the characteristics that are unique to them.	to incorporate high quality, progressive questions against the ICARE – Identity, Celebrate, Appreciate, Relationships , Empathy. <ul style="list-style-type: none"> <li>Weekly Big Question assemblies are related to protected characteristics, enabling learners to understand these concepts within a range of contexts.</li> <li>Safeguarding &amp; Well-being committee delivered assemblies to educate parents/ pupils on the PSED/ ICARE (website)</li> </ul>			
Advance equality of opportunity between people who share a protected characteristic	To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns.	Learners are engaged in a progressive and ambitious curriculum, that supports all to achieve.	<i>SLT/ Teachers/ Home School Link Worker/ Support Staff/ all members of the Park Hall family.</i>	All learners, regardless of pupil characteristics, have access to high quality curriculum, learning and teaching.	<ul style="list-style-type: none"> <li>Rigorous monitoring of pupil groups (attainment data)</li> <li>Rigorous monitoring of attendance data to identify any</li> </ul>			

and people who do not share it		<p>Processes in place to monitor data and progress of all children to address to close attainment gaps regardless of starting points.</p> <p>Rigorous monitoring of pupils attendance at all levels (whole school/ ethnic backgrounds/ disadvantaged/ SEN/ EAL) and measures in place to support families.</p> <p>Equal opportunities for parents to be heard and support in removing barriers to poor attendance.</p>		<p>Identified pupils are supported to reach ambitious attainment targets.</p> <p>Identified pupils attendance, that has fallen below or at risk of falling below, expected standard are challenged and supported to be an attendance HERO (Here, Everyday, Ready, On Time)</p>	particular pupil groups whose attendance is falling below expected standard.				
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