

Jewellery Quarter Academy

Equality Objectives 2024-25

This document provides information on our school context with respect to the Protected Characteristics set out in the Equality Act 2010; sets out our Equality Objectives; and provides data to demonstrate our progress towards these aims.

1) School Context – Pupil

This section provides information on the composition of the pupil population at the school with respect to the ‘protected characteristics’ outlined in the Equality Act. The Act protects people from discrimination on the basis of ‘protected characteristics’. Every person has several of the protected characteristics, so the Act protects everyone against unfair treatment. The protected characteristics for pupils are disability, gender reassignment, pregnancy and maternity, race (ethnicity), religion and belief, sex (gender) and sexual orientation.

Gender (%)

Male: 54.75

Female: 45.25

Other/ Not Stated:

Special Educational or Medical Needs and Disability

Pupils with a Statement of SEN or EHCP (%): 14.6

Ethnicity & Race

	%	Number
White	4.91	30
Mixed / Dual Background	9.67	59
Asian or Asian British	21.48	131
Black or Black British	50.65	309
Information not yet obtained	0.82	5
Any Other Ethnic Group	12.46	76

Religion & Belief

Religion & Belief	%	Number
Christian	30	183
Muslim	42.79	261
Jewish	0	0
Hindu	2.46	15
Sikh	1.64	10
Buddhist	0.16	1
Other	1.97	12
No Religion	21.18	129
Not stated	22.13	135

Additional Groups

Ofsted inspections look at how schools help "all pupils to make progress, including those whose needs, dispositions, aptitudes or circumstances require additional support." In addition to pupils with protected characteristics, we wish to provide further information on the following groups of pupils:

Pupils with English as an Additional Language				
	Boys	Girls	Total	% of school population
English as an additional language	164	137	301	49.34
Pupils from low-income backgrounds				
Number of pupils eligible for Pupil Premium	209	177	386	63.28
Number of Looked After Children:2				

Information about our Employees

We are required to publish information about the diversity of our workforce if we have more than 150 employees.

2) Our Equality Objectives

Equality Objective 1: To promote diversity, equality and inclusion amongst our staff body This will be achieved by ensuring:

- All staff are aware of responsibilities around derogatory and discriminatory language and actions, in line with latest KCSIE guidance to ensure a culture of safeguarding and respect
- Applications are 'blind' for positions at the Academy

Review date and comments (September 2025):

Equality Objective 2: To challenge stereotypes that can deny opportunities and enable **equitability of offer, regardless of background** This will be achieved by ensuring that:

- The SEND register is accurate and is accessed and actioned by all staff so all students can learn and achieve
- Careers education advice and guidance provides a broad range of opportunities for students to access career paths open to them (for example, women in STEM)
- The CCF and partnership work with West Midlands Police seeks to promote careers opportunities for students from BAME backgrounds in the armed forces and police
- There is a range of opportunities open for all students, including opportunities for female students in sport and equity of resources
- GCSE options give a broad range of choices for all students and positive promotion and action is utilised to ensure equity (for example, boys doing jewellery design and food technology)

Review date and comments (September 2025):

Equality Objective 3: To promote tolerance and understanding as well as foster strong relationships so students can respect all that inhabit a multi-cultural city This will be achieved by ensuring that:

- Personal development sessions focus on positive and healthy relationships, covering aspects consent, bullying and abuse
- There are calendared celebration events and significant opportunities to explore and empathise for all students, such as Refugee Week, Holocaust Memorial Day, the recognition day to mark the 1994 genocide in Rwanda, Remembering Srebrenica, Refugee Week and LGBTQ+ events
- Admissions for newly arrived students welcome students successfully so they sustain their place and thrive
- Academy uniform policy has all references to gender removed and we have adopted the Halo Code to end hair discrimination for students and staff

Review date and comments (September 2025):

Equality Objective 4: Respond to variations in data to enable all students to achieve and succeed

This will be achieved by ensuring that:

- The gender gap in achievement is narrowed so boys achieve as well as girls
- Actions are taken to address disproportionate fixed term exclusions for boys
- Students from disadvantaged backgrounds Basics (9-5) rate increases from, with particular focus on Maths element.

Review date and comments (September 2025):