

Equality Statement – 2016 / 2017

As an Academy we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination,
- advance equality of opportunity
- foster good relations

In order to meet our general duties, listed above, the law requires us to do specific duties to demonstrate how we meet the general duties. These are to:

- Publish equality Information – to demonstrate compliance with the general duty across its functions (We will not publish any information that can identify any child)
- Prepare and publish equality objectives

To do this we will collect data related to the protected characteristics and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as an academy. This will include the following functions:

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

Academy Background

The Bulwell Academy opened in 2010. Whilst the academy is predominantly White British the Academy is increasingly diversifying year on year.

Understanding our student community

As of January 2016 there were 941 students on role.

Gender:

Male	54%
Female	46%

Religion;

Christian	17%
Buddhist	1%
Muslim	1%
Sikh	1%
No Religion	26%
Refused	1%
None	53%

Equality Statement – 2016 / 2017

Ethnicity;

White British	80%
Other	20%

Free School Meals

Free School Meals	39%
Non-Free School Meals	61%

No Information was available on the following protected characteristics:

Gender Reassignment - The school did not have any information on whether any of the children on roll had reassigned their gender. The Academy will seek further support and guidance on how and when to monitor.

Sexual Identity - The school did not have information on whether any of the pupils on roll identified as Lesbian, Gay, Bi-sexual or Transgender (LGBT) as the question had never been asked. The Academy will seek further advice and guidance from local and national specialists on how and when to ask pupils this question and how to use the data sensitivity when collected.

Equality Legislation

The Equality Act 2010 provides a modern, single legal framework with three broad duties: eliminate discrimination; advance equality of opportunity; and foster good relations. The Academy fully understands the importance of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the Act covers the following areas:

- Age.
- Disability.
- Race.
- Sex (including issues of transgender).
- Gender reassignment.
- Maternity and pregnancy.
- Religion and belief.
- Sexual orientation.
- Marriage and civil partnership (for employees).

Equality Objectives

Equality Objective 1: Raise awareness of sexual orientation and promote positive attitudes towards alternative lifestyles and lessen the chances of the word 'Gay' being used negatively.

Why? – As an Academy community we have noticed an increase in the use of homophobic terms being used across all year groups. The majority of such comments are not intended as homophobic slurs but used as an unfortunate part of youth culture. We intend to challenge this culture.

Equality Statement – 2016 / 2017

How? – Creation of a whole Academy approach to challenging and sanctioning students use of homophobic language. The development of opportunities to discuss and learn about different forms of sexual orientation both within and alongside the curriculum.

Equality Objective 2: To combat offensive language used within the classroom and wider Academy environment.

Why? – Data has shown an increase in the use of offensive language being used around the Academy site. We don't believe that such language is conducive to a respectful and harmonious environment.

How? – Trough the use and development of class charts to monitor and hold students accountable for their offensive language.