

Upwell Academy Equality Statement

The Equality Act 2010 applies to maintained and independent schools in England and Wales and covers all aspects of school life related to how a school treats pupils, parents and carers, employees, volunteers and all members of the school community.

It requires us to report to you on how we are showing due regard to inequalities within our school. The governors and staff at Upwell Academy are committed to:

- Eliminating unlawful discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relationships between all groups

Our two specific duties are:

- To publish information to show how we are complying with the Equality Duty
- To publish measurable equality objectives

Our Equal Opportunities Policy, behaviour policy, Anti-Bullying Policy and Anti-Racism Policy clearly state how the whole school community works together to eliminate all forms of discrimination, harassment and victimisation. Policies are reviewed regularly and are available to view on the school website. The Governing Body monitors school policy and practice annually.

Our Academy development Plan incorporates areas of inequality shown through our data or communicated to us by members of the school community.

Upwell Academy Contextual Information

Number on Roll: 190

Gender

Boys: 47% Girls: 53%

Disability

The school has full disabled access within the building and premises. Reasonable adjustments are made for pupils and staff who have disabilities in order for them to participate fully and fulfil their role within the school.

2% of children have a disability and progress for these children is good.

SEN

At Upwell Academy we believe in participation for all. We have classes from reception to Year 6. We want all adults and children to participate in learning and we celebrate all members of our community. We want to create an inclusive culture in our school and we aim to be more responsive to the diversity of children's backgrounds, interests, experience, knowledge and skills.

Our SEN profile for 2019-2020 shows that 16.9% of the children on the school roll are identified as having SEN, and 3% of those children have an Educational Health Care Plan – which is in line with the national average.

Of the children identified as having Special Educational Needs:

28% are identified as having a primary SEN linked to Communication and Interaction

25% are identified as having a primary SEN linked to Cognition and learning

44% are identified as having a primary SEN linked to Social, Emotional and Mental Health Difficulties

3% are identified as having a primary SEN linked to Sensory and/or Physical Needs

Although some attainment is below national expectations, children with SEN at Upwell Academy make good progress across EYFS, KS1 and KS2.

Ethnicity

The largest ethnic groups in the school are: White British (95.8%), White Eastern European (2.7%), Gypsy/Roma/Traveller (1.1%) and White and Black African (0.4%).

Currently 3% of children in the school are identified as learning English as an additional language.

The school has support in place for these pupils in order to assess and monitor their language acquisition where needed.

Religion/Belief

We have no information on religion for 36% of pupils.

38% are identified as having no religion, 22% of children are identified as Christian, 2% are identified as 'other religion', including Muslim.

How the School Advances Equality of Opportunity

Through Curriculum – Ensure access for all children – Differentiation – Reasonable adjustment – Personalisation to meet needs

Nurture groups and access to key staff members

Interventions to accelerate progress

Tracking – focus on individual child's attainment and progress – Links to provision mapping of intervention groups – Reasonable adjustment – personalised

Ensure access to wider curriculum and sports for all children

Provision of extra Teaching Assistants through Pupil Premium

Implementation of equal opportunity through staff and employment policies

Attendance meetings held regularly to support parents whose children have high absence

School council input into decision making

Staff training available for all

Appropriate health plans are in place to ensure full participation in school activities and reasonable adjustments are made

Statutory assessments

How we foster good relations

Involvement of governors in the school

Links with the local community such as visits to local churches

Pupil voice and school council engagement in decision making and school events

Friends Of School Association – events

Parents' meetings, reports, regular letters and website

Work with outside agencies carried out to achieve the best outcomes for all within the school and community

Pupil Premium

The pupil Premium is awarded to schools based on the number of Looked After Children and children on free school meals in the school. The government awards this money in order for school to tackle inequality that may be caused by socio-economic disadvantage. The school uses the money to improve pupil outcomes and progress. Information about the Pupil Premium is available on the school website.

Objective	How?	What will success look like?
All pupils to make at least expected progress or better, including disadvantaged	Regular tracking of each pupil's progress Appropriate support and/or intervention	Most pupils make accelerated progress between key assessment points if they are working below age related expectations
To continue to raise attainment for more able pupils throughout the school, particularly in writing and maths	Staff training Observations from learning walks Focus on the Mastery Curriculum High expectations	Increase in levels of attainment so that pupils in each year group attain above age related expectations at least in line with national expectations These children demonstrated higher levels of attainment throughout the foundation curriculum
To improve attendance and punctuality for disadvantaged and SEN	Newsletter Letters home Attendance assemblies and regular rewards (class and individual) Prizes for 100% attendance	The gap between different groups of children will diminish