



*Creative
Education
Trust*

Public Sector Equality Duty Statement of Intent

Equality Statement

This statement provides information about how the Creative Education Trust ensures it meets its Specific Equalities Duties. The Public Sector Equality Duty requires our academies to publish information about Equalities. The Equality Act 2010 clearly states that the following groups must be taken into account as they have protected characteristics.

- Age
- Disability
- Sex (gender)
- Race (ethnicity)
- Pregnancy and Maternity
- Religion and Belief
- Sexual Orientation
- Transgender
- Marriage and Civil Partnership

The information we publish and analyse must be clearly linked to the three aims (General Duties) of the Public Sector Equality Duty. General Duties are the things that schools aim to achieve.

This policy applies to both pupils and adults and its principles and values apply equally to everyone.

General Duties

The three aims of the Public Sector Equality Duty are to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

Specific Duties



The two specific duties of the Public Sector Equality Duty are intended to help schools meet the general duty. They are to:

1. publish information to demonstrate how the academy is complying with the PSED. This information must include, in particular, information relating to people who share a protected characteristic
2. prepare and publish equality objectives.

Principles and values

We will collect and use equality information to help us to:

1. identify key issues
2. understand the impact of our policies, practices and decisions on people with different protected characteristics, and thereby, plan them more effectively
3. assess whether we are discriminating unlawfully when carrying out any of our functions
4. identify what the key equality issues are for our organisation
5. publish information to demonstrate how our academy is complying with the PSED
6. prepare and publish objectives to meet our PSED.

Appendix 1 provides information about the Weavers Academy school community

Appendix 2 outlines the equality objectives for Weavers Academy



Appendix 1

The school community 2015/16

The percentage of pupils who have been eligible for free school meals at any point in the past six years is 35% compared to 28.9% nationally.

The percentage of pupils from ethnic minority backgrounds is 24% compared to 28% nationally.

The percentage of pupils who speak English as an additional language is 8% compared to 16% nationally.

The percentage of pupils who have special educational needs or are disabled is 20% compared to 13% nationally.

46% of our pupils are girls compared to 50% nationally.

7 pupils have been permanently excluded during this period. All of these pupils had a protected characteristic as follows; 3 were eligible for Pupil Premium only, 1 was eligible for Pupil Premium and had a special educational need, 1 was from an ethnic minority background and was eligible for Pupil Premium, 1 was from an ethnic minority background and had a special educational need and 1 was from an ethnic minority background, was eligible for Pupil Premium and had a special education need.

There were 7 recorded bullying incidents during this period. 5 of the victims had a protected characteristic as follows; 4 were eligible for Pupil Premium and 1 was eligible for Pupil Premium and had a special educational need.

Our workforce is 37 males and 79 females.

The following data are taken from RaiseonLine and show the academic achievement of different groups of pupils in 2015/16 national assessments.



KS4 Progress 8 2016

	Cohort	Progress 8	English element	Mathematics element	EBacc element	Open element
all pupils	122	0.20	-0.13	0.22	0.38	0.22
male	61	-0.03	-0.35	0.05	0.11	0.00
female	61	0.43	0.10	0.40	0.66	0.43
disadvantaged	38	0.14	-0.11	0.05	0.25	0.24
other	84	0.23	-0.13	0.31	0.44	0.20
Free School Meals	36	0.09	-0.14	0.03	0.20	0.19
Children Looked After	1	0.29	0.04	-0.53	0.94	0.36
SEN with statement or EHC plan	6	0.54	-0.10	0.31	0.68	0.99
SEN support	26	-0.40	-0.52	-0.27	-0.31	-0.50
no SEN	90	0.35	-0.01	0.36	0.56	0.37
on roll in years 10 & 11	122	0.20	-0.13	0.22	0.38	0.22
English first language	117	0.15	-0.15	0.18	0.32	0.16
English additional language	5	1.33	0.37	1.29	1.87	1.45
Prior Attainment						
low overall	30	0.19	-0.17	0.07	0.46	0.26
middle overall	66	0.27	-0.05	0.31	0.47	0.27
high overall	26	0.02	-0.25	0.19	0.10	0.03
English low	28	0.19	-0.32	0.10	0.46	0.32
English middle	76	0.27	-0.04	0.36	0.45	0.24
English high	18	-0.09	-0.19	-0.15	0.00	-0.07
mathematics low	29	0.16	-0.12	-0.05	0.52	0.13
mathematics middle	64	0.28	-0.07	0.29	0.45	0.34
mathematics high	29	0.06	-0.26	0.35	0.10	0.02



KS4 Progress 8 2016

Ethnic Group	Cohort	Progress 8	English element	Mathematics element	EBacc element	Open element
all pupils	122	0.20	-0.13	0.22	0.38	0.22
White	104	0.22	-0.12	0.25	0.40	0.24
British	99	0.16	-0.15	0.21	0.33	0.17
Irish	0	-	-	-	-	-
Traveller	0	-	-	-	-	-
Gypsy/Roma	0	-	-	-	-	-
any other White background	5	1.30	0.41	1.12	1.70	1.60
Mixed	8	0.17	0.14	0.37	0.11	0.13
White & Black Caribbean	6	0.14	0.35	0.16	0.13	-0.01
White & Black African	0	-	-	-	-	-
White & Asian	2	0.28	-0.50	1.01	0.04	0.55
any other mixed background	0	-	-	-	-	-
Asian or Asian British	4	0.65	0.38	0.35	1.11	0.58
Indian	3	0.86	0.72	0.57	1.37	0.64
Pakistani	1	0.02	-0.63	-0.32	0.30	0.40
Bangladeshi	0	-	-	-	-	-
any other Asian background	0	-	-	-	-	-
Black or Black British	6	-0.39	-0.90	-0.56	0.08	-0.40
Black Caribbean	4	-0.69	-1.24	-0.33	-0.19	-1.08
Black African	0	-	-	-	-	-
any other Black background	2	0.22	-0.24	-1.03	0.61	0.95
Chinese	0	-	-	-	-	-
any other ethnic group	0	-	-	-	-	-
unclassified - refused	0	-	-	-	-	-
unclassified - not obtained	0	-	-	-	-	-



KS4 Attainment 8 2016

	Cohort	National comparator type	Open element													
			Attainment 8		English element		Mathematics element		EBacc element		Open element		GCSE only		non-GCSE only	
			School	National	School	National	School	National	School	National	School	National	School	National	School	National
all pupils	125	all	48.82	49.34	9.81	10.41	9.55	9.71	13.70	13.61	15.76	15.61	9.16	12.79	6.60	2.81
male	63	same	45.57	47.11	9.17	9.77	8.98	9.60	12.59	13.03	14.83	14.71	7.89	11.67	6.94	3.03
female	62	same	52.11	51.67	10.45	11.08	10.13	9.83	14.82	14.22	16.71	16.54	10.45	13.96	6.26	2.58
disadvantaged	38	non	43.93	52.56	9.16	10.95	8.16	10.39	11.82	14.78	14.80	16.44	8.42	13.84	6.38	2.61
other	87	same	50.95	52.56	10.09	10.95	10.16	10.39	14.52	14.78	16.18	16.44	9.48	13.84	6.70	2.61
Free School Meals	36	non	43.90	52.37	9.17	10.92	8.22	10.35	11.78	14.72	14.74	16.39	8.36	13.78	6.38	2.61
Children Looked After	1	non	49.00	49.56	10.00	10.45	8.00	9.75	15.00	13.68	16.00	15.67	10.00	12.85	6.00	2.81
SEN with statement or EHC plan	6	all	36.83	49.34	7.33	10.41	6.00	9.71	9.17	13.61	14.33	15.61	6.83	12.79	7.50	2.81
SEN support	27	all	36.57	49.34	7.93	10.41	7.11	9.71	9.52	13.61	12.02	15.61	6.85	12.79	5.17	2.81
no SEN	92	same	53.19	52.47	10.52	10.98	10.50	10.36	15.22	14.66	16.95	16.46	9.99	13.67	6.96	2.79
on roll in years 10 & 11	125	same	48.82	50.18	9.81	10.59	9.55	9.86	13.70	13.85	15.76	15.88	9.16	13.05	6.60	2.83
English first language	118	all	48.65	49.34	9.83	10.41	9.53	9.71	13.62	13.61	15.68	15.61	9.16	12.79	6.52	2.81
English additional language	7	all	51.57	49.34	9.43	10.41	10.00	9.71	15.00	13.61	17.14	15.61	9.14	12.79	8.00	2.81
Prior Attainment																
low overall	30	same	32.98	28.39	7.13	6.83	5.47	4.89	8.30	6.33	12.08	10.34	6.37	6.98	5.72	3.36
middle overall	66	same	50.77	48.86	10.18	10.42	10.06	9.62	14.30	13.24	16.22	15.58	9.50	12.42	6.72	3.16
high overall	26	same	62.12	64.17	12.08	12.97	12.85	12.99	18.35	18.87	18.85	19.35	11.58	17.35	7.27	2.00
English low	28	same	33.13	28.91	6.86	6.70	5.57	5.39	8.39	6.52	12.30	10.30	6.00	6.88	6.30	3.42
English middle	76	same	51.66	49.22	10.37	10.42	10.34	9.75	14.59	13.40	16.36	15.65	9.76	12.51	6.60	3.14
English high	18	same	61.17	63.46	12.22	13.08	12.22	12.50	18.11	18.57	18.61	19.31	11.61	17.36	7.00	1.95
mathematics low	29	same	33.53	30.00	7.38	7.28	5.45	4.93	8.79	6.91	11.91	10.87	6.66	7.63	5.26	3.24
mathematics middle	64	same	50.13	48.33	10.03	10.37	9.84	9.47	14.00	13.02	16.26	15.47	9.19	12.32	7.07	3.15
mathematics high	29	same	61.17	62.36	11.86	12.51	12.90	12.81	17.90	18.23	18.52	18.80	11.66	16.59	6.86	2.21



KS4 Attainment 8 2016

Ethnic Group	Cohort	National comparator type	Attainment 8		English element		Mathematics element		EBacc element		Open element		Open element			
			School	National	School	National	School	National	School	National	School	National	GCSE only		non-GCSE only	
													School	National	School	National
all pupils	125	all	48.82	49.34	9.81	10.41	9.55	9.71	13.70	13.61	15.76	15.61	9.16	12.79	6.60	2.81
White	105	all	48.69	49.34	9.79	10.41	9.52	9.71	13.58	13.61	15.79	15.61	9.10	12.79	6.70	2.81
British	99	all	48.74	49.34	9.84	10.41	9.58	9.71	13.62	13.61	15.71	15.61	9.18	12.79	6.53	2.81
Irish	0	all	-	49.34	-	10.41	-	9.71	-	13.61	-	15.61	-	12.79	-	2.81
Traveler	0	all	-	49.34	-	10.41	-	9.71	-	13.61	-	15.61	-	12.79	-	2.81
Gypsy/Roma	0	all	-	49.34	-	10.41	-	9.71	-	13.61	-	15.61	-	12.79	-	2.81
any other White background	6	all	47.83	49.34	9.00	10.41	8.67	9.71	13.00	13.61	17.17	15.61	7.67	12.79	9.50	2.81
Mixed	8	all	49.50	49.34	10.50	10.41	10.00	9.71	13.25	13.61	15.75	15.61	10.13	12.79	5.63	2.81
White & Black Caribbean	6	all	43.67	49.34	10.00	10.41	8.33	9.71	11.33	13.61	14.00	15.61	9.17	12.79	4.83	2.81
White & Black African	0	all	-	49.34	-	10.41	-	9.71	-	13.61	-	15.61	-	12.79	-	2.81
White & Asian	2	all	67.00	49.34	12.00	10.41	15.00	9.71	19.00	13.61	21.00	15.61	13.00	12.79	8.00	2.81
any other mixed background	0	all	-	49.34	-	10.41	-	9.71	-	13.61	-	15.61	-	12.79	-	2.81
Asian or Asian British	4	all	63.25	49.34	12.50	10.41	12.00	9.71	19.50	13.61	19.25	15.61	11.50	12.79	7.75	2.81
Indian	3	all	66.33	49.34	13.33	10.41	12.67	9.71	20.67	13.61	19.67	15.61	12.00	12.79	7.67	2.81
Pakistani	1	all	54.00	49.34	10.00	10.41	10.00	9.71	16.00	13.61	18.00	15.61	10.00	12.79	8.00	2.81
Bangladeshi	0	all	-	49.34	-	10.41	-	9.71	-	13.61	-	15.61	-	12.79	-	2.81
any other Asian background	0	all	-	49.34	-	10.41	-	9.71	-	13.61	-	15.61	-	12.79	-	2.81
Black or Black British	7	all	42.14	49.34	8.00	10.41	8.00	9.71	12.43	13.61	13.71	15.61	7.86	12.79	5.86	2.81
Black Caribbean	4	all	36.25	49.34	7.00	10.41	7.50	9.71	10.75	13.61	11.00	15.61	6.25	12.79	4.75	2.81
Black African	1	all	60.00	49.34	10.00	10.41	14.00	9.71	18.00	13.61	18.00	15.61	10.00	12.79	8.00	2.81
any other Black background	2	all	45.00	49.34	9.00	10.41	6.00	9.71	13.00	13.61	17.00	15.61	10.00	12.79	7.00	2.81
Chinese	0	all	-	49.34	-	10.41	-	9.71	-	13.61	-	15.61	-	12.79	-	2.81
any other ethnic group	1	all	46.00	49.34	8.00	10.41	10.00	9.71	15.00	13.61	13.00	15.61	8.00	12.79	5.00	2.81
unclassified - refused	0	all	-	49.34	-	10.41	-	9.71	-	13.61	-	15.61	-	12.79	-	2.81
unclassified - not obtained	0	all	-	49.34	-	10.41	-	9.71	-	13.61	-	15.61	-	12.79	-	2.81

Appendix 2

Equality objectives 2016/17

- To ensure highly effective deployment of the Year 7 literacy and numeracy Catch-up Premium in order to secure excellent outcomes for students.
- Further improve planning so that incisive intervention ensures that the needs of all students are fully met so that all sub-groups make strong progress across all subjects.

These objectives are described in more detail in the Academy development and improvement plan. Progress towards achieving these objectives is under constant review and is reported to governors at every local governing body meeting.