

EQUALITY OBJECTIVES 2024-2028



The South Wolds Academy and Sixth Form, in common with all public bodies and the Public Sector Equality Duty (PSED), has a duty to:

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

The academy has a responsibility to broaden the horizons of our children and young people. We strive to overcome disadvantage and stand against all forms of discrimination on the grounds of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

An effective education is one that values the culture and contribution of all students.

Our equality objectives, as agreed with the Governing Body are:

1. To promote cultural understanding and awareness, valuing and celebrating various cultures and religious beliefs amongst different ethnic groups within our school community;
2. To actively close gaps in attainment and achievement between students and all groups of students; especially boys, students eligible for free-school meals and students with special educational needs and disabilities;
3. To diversify the curriculum in all areas to ensure the positive representation of all protected characteristics across so that our students see and can be seen.

Student Monitoring Information	2023/2024		2024/2025	
	School	National	School	National
% of students that are female	50	48.9	52	48.9
% of students that are male	50	51.1	48	51.1
% of students that are BAME	22.9	37.4	21.5	37
% of students with SEN Support	4.2	13	6	18.4
% of students that are SEN with EHCP	1.1	4.3	1.6	4.8
% of students with EAL	12.7	20.2	14.6	21.3
% FSM (Ever 6)	14.7	26.9	15	27

Attainment & Achievement	2023/24 Outcome	2024/25 Target (FFT20)	2025/26 Target (FFT20)
% of students achieving Grade 5+ in E&M	60	65	66
All students average grade (A8)	5.2	5.6	5.7
All students Progress 8	0.19	-	-
% of female students achieving Grade 5+ in E&M	62	65	66
Female students average grade (A8)	5.5	5.6	5.7
Female students Progress 8	0.33	-	-
% of male students achieving Grade 5+ in E&M	59	65	66
Male students average grade (A8)	4.9	5.6	5.7
Male students Progress 8	0.03		
% of Disadvantaged students achieving Grade 5+ in E&M	36	50	51
Disadvantaged students average grade (A8)	3.5	5	5.1
Disadvantaged students Progress 8	-1.17	-	-
% of BME students achieving Grade 5+ in E&M	55	65	66
BME students average grade (A8)	5.3	5.6	5.7
BME students' Progress 8	0.19	-	-
% of students with EAL achieving Grade 5+ in E&M	60	65	66
Students with EAL average grade (A8)	5.4	5.6	5.7
Students with EAL Progress 8	*	-	-
% of students with SEN achieving Grade 5+ in E&M	22	50	51
Students with SEN average grade	2.6	5	5.1
Students with SEN Progress 8	-0.19	-	-

*Results not published due to small number of students

Attendance	2023/24 Outcome	2024/25 Target	2025/26 Target
% overall student attendance (<i>statutory target</i>)	91.3	95	95
% female student attendance	91.3	95	95
% male student attendance	91.3	95	95
% Pupil premium student attendance	82.2	95	95
% EAL student attendance	94	95	95

Approved by the LGB

Date: November 2024

Review: October 2028