



Wembley  
Multi-Academy  
Trust

ACHIEVEMENT FOR ALL

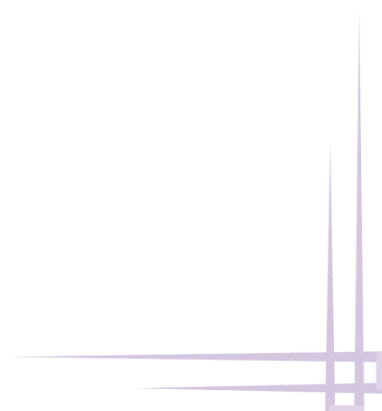


NORTH BRENT  
SCHOOL

## EQUALITY OBJECTIVES

Date reviewed: November 2024

Date of next review: September 2025



## 1. WMAT policy statement on equality and community cohesion

WMAT is committed to equality and community cohesion.

- We try to ensure that everyone is treated fairly and with respect.
- We make sure that our schools are a safe, secure and stimulating place for everyone.
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same.
- We recognise that for some students, extra support is needed to help them to achieve and be successful.
- We try to make sure that people are consulted and involved in our decisions, for example through talking to students and parents/carers, and through our Schools Councils.
- We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age, any disability they may have, their ethnicity, colour or national origin, their gender, their gender identity or reassignment, their marital or civil partnership status, being pregnant or having recently had a baby, their religion or beliefs, their sexual identity and orientation.

We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and to foster good relations.

We welcome the emphasis in the Ofsted inspection framework on the importance of narrowing gaps in achievement which affect, amongst others:

- students from certain cultural and ethnic backgrounds
- students who belong to low-income households and students known to be eligible for free school meals
- students who are disabled
- students who have special educational needs
- boys in certain subjects, and girls in certain other subjects.

The following characteristics are protected under Equality Act: age, gender reassignment, being married or in a civil partnership, being pregnant or on maternity leave, disability, race (including colour, nationality, ethnic or national origin), religion or belief, sex, sexual orientation.

## 2. Responsibilities

One named trustee, Mr Whiley, Chair of Trustees, takes the lead but the trustees as a whole are responsible for:

- drawing up, publishing and implementing WMAT equality objectives;
- making sure WMAT complies with the relevant equality legislation; and
- monitoring progress toward equality objectives.

The CEO/ Headteacher is responsible for:

- making sure steps are taken to address the schools' stated equality objectives
- making sure that the equality, access and community cohesion plans are readily available and that the trustees, staff, students and their parents and guardians know about the equality objectives
- producing regular information for staff and governors about the plans and how they are working
- making sure all staff know their responsibilities and receive training and support in carrying these out
- taking appropriate action in cases of harassment and discrimination.

All staff are responsible for:

- promoting equality and community cohesion in their work;
- avoiding unlawful discrimination against anyone;
- fostering good relationships between groups;
- dealing with prejudice-related incidents;
- being able to recognise and tackle bias and stereotyping;
- taking up training and learning opportunities related to equalities.

We make sure that all staff have due regard to the following in everything that we do:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations between people who share a protected characteristic and people who do not share it.

We regularly survey and consult parents, staff and students to make sure they are happy with our provision. Visitors and contractors are responsible for following relevant schools' policies.

## Part 1 - Information about the pupil population (November 2024)

### 1. Number of students on roll: 312

The Equality 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.

#### Disability

The Equality Act defines disability as when a person has a 'physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day to day activities.'

### 2. Number of students with EHCPs: 5

There are students at NBS with different types of disabilities and these include:

- Hearing impairment
- Autistic spectrum
- ADHD
- Moderate Learning Difficulties

Pupil Special Educational Needs (SEND) Provision		
	Number of Students	Percentage (%) of secondary school population
No Special Education Need	267	85.5%
SEN Support	40	12.8%
EHCP	5	1.6%

### 3. Ethnic breakdown of secondary school pupils:

ETHNICITY	Boy	Girl	Total
<b>Asian or Asian British</b>			
Bangladeshi Heritage			0
Indian Heritage	33	38	71
Arabic/Iraqi/Afghan Heritage			0
Other Asian	20	10	30
Pakistani	5	10	15
Chinese			0
<b>Black or Black British</b>			
Ghanaian			0
Somali			0
Caribbean	10	10	20
Other Black heritage	34	18	52
<b>Mixed</b>			
White and Asian			0
Asian and black			0
Asian and any other ethnic group			0
White and black African			0
White and black Caribbean	1	2	3
white and Indian			0
white and Chinese			0
white and Pakistani			0
Other mixed heritage	8	11	19
Any other ethnicities	16	9	25
British	2	2	4
Irish			0
White other	13	16	29
Gypsy/Roma			0
Note recoded or refused	18	23	41

### 4. Gender

Male	160
Female	152
Gender neutral	0

### 5. Pregnancy and maternity

Students who are pregnant	0
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### 6. Religion and Belief

RELIGION & ETHNICITY	Count
Buddhist	1
Christian	52
Hindu	74
Muslim	108
Sikh	0
No religion	13
Other Religion	2
Unknown/Refused	61
Total	311

### 7. Pupils identifying as a particular sexual orientation: 0

## Part 2: Equality Objectives 2024 - 2025

The Equality Act 2010 requires us to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other information. Our equality objectives focus on the areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

### Equality Objectives

1. To sustain outstanding attendance i.e. 96% overall. To ensure that no particular group in the schools is over-represented in the persistent absence statistics thereby ensuring that all students have access to the curriculum. This will be measured by analysis of attendance data. Our attendance levels compared to national remain high.
2. To sustain outstanding behaviour and safety at all key stages and to ensure that permanent exclusions are kept to a minimum and suspensions are used to address student behaviour.
3. NBS is being built as a fully accessible school.

### Part 3: Information about our employees

The staff are employed in the following main groups:

- Teaching Staff
- Support Staff

#### Age

	Under 21	21 – 30	31 – 40	41 – 50	51 – 60	61 - 70	71 – 79	Over 80
<b>Number</b>	0	26	0	0	2	0	0	0
<b>Percentage</b>	0.0%	93%	0.0%	0.0%	7%	0.0%	0.0%	0.0%

#### Ethnicity and Race

Ethnic Code	Number of staff	% of Staff
ABAN	1	3.5%
AIND	4	14.2%
AOTH	1	3.5%
APKN	1	3.5%
BAFR	1	3.5%
BCRB	3	10.7%
BOTH	1	3.5%
OOTH	2	7.1%
WBRI	10	35.7%
WIRI	1	3.5%
WOTH	3	10.7%
Ethnicity is null or blank	0	0%

#### Disability

Disability	Number of staff
Yes	1
No	27
Information not yet obtained	0
Refused	0
Disability Status is null	0

#### Gender

Sex	Total number of staff
All	34
Male	11
Female	23

We do not currently collect data on the sexual orientation, gender reassignment, religion and belief of our employees.