



Wembley
Multi-Academy
Trust

ACHIEVEMENT FOR ALL



EQUALITY OBJECTIVES

Policy reference	NBS-27
Policy owner	Headteacher
Policy version	0.01
Date updated	November 2025
Approved by	Board of Trustees
Date approved	November 2025
Date of next review	November 2026

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 2025)

1. Number of students on roll: 529

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: 15

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

- Hearing impairment
- Autistic spectrum
- ADHD
- Moderate Learning Difficulties
- Global development delay

Pupil Special Educational Needs (SEND) Provision		
	Number of Students	Percentage (%) of secondary school population
No Special Education Need	437	83.6%
SEN Support	71	13.6%
EHCP	15	2.9%

3. Ethnic breakdown of secondary school pupils:

ETHNICITY	Boy	Girl	Total
Asian or Asian British			
Bangladeshi Heritage	1	1	2
Indian Heritage	39	44	83
Other Asian	30	22	52
Pakistani	12	13	25
Chinese	1	0	1
Black or Black British			
Black - African	51	38	89
Caribbean	15	13	28
Other Black heritage	14	18	32
Mixed			
White and Asian	2	2	4
Asian and black			0
Asian and any other ethnic group			0
White and black African	1	3	4
White and black Caribbean	4	3	7
white and Indian			0
white and Chinese			0
white and Pakistani			0
Other mixed heritage	13	13	26
Any other ethnicities	22	23	55
British	7	1	8
Irish			0
White other	17	17	34
Gypsy/Roma			0
Note recoded or refused	4	5	9

4. Gender

Male	262
Female	267
Gender neutral	0

5. Pregnancy and maternity

Students who are pregnant	0
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6. Religion and Belief

RELIGION & ETHNICITY	Count
Buddhist	2
Christian	104
Hindu	95
Muslim	263
Sikh	0
No religion	23
Other Religion	4
Unknown/Refused	38
Total	311

7. Pupils identifying as a particular sexual orientation: 0

Part 2: Equality Objectives 2025 - 2026

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
Number	0	40	13	3	2	0	0	0
Percentage	0.0%	71%	23%	5%	7%	0.0%	0.0%	0.0%

Ethnicity and Race

Ethnicity	Male	Female	Total
White - British	8	17	25
White and Asian	0	0	0
White and Black Caribbean	0	0	0
White - Irish	2	0	2
Any Other White Background	1	1	2
Asian - British	1	0	1
Pakistani	0	3	3
Bangladeshi	0	1	1
Indian	3	2	5
Chinese	1	0	1
Any Other Asian Background	0	1	1
Black - African	0	1	1
Black - British	1	1	2
Black Caribbean	1	1	2
Any Other Black Background	0	0	0
Any Other Ethnic Group	0	3	3
Not Disclosed	1	4	5
Any Other Mixed Background	1	1	2

Disability

Disability	Number of staff
Yes	1
No	55
Information not yet obtained	0
Refused	0
Disability Status is null	0

Gender

Sex	Total number of staff
All	56
Male	17
Female	39

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