



*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 **Lynn Grove** Academy school community

Appendix 2 outlines the equality objectives for **Lynn Grove** 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 24.7% compared to 29% nationally.

The percentage of pupils from ethnic minority backgrounds is 9% compared to 28% nationally.

The percentage of pupils who speak English as an additional language is 6% compared to 16% nationally.

The percentage of pupils who have special educational needs or are disabled is 13.9% compared to 13% nationally.

48.8% of our pupils are girls compared to 50% nationally.

8 pupils have been permanently excluded during this period. 8 of these pupils had a protected characteristic as follows. All 8 pupils have been eligible for free school meals at any point in the past 6 years. 2 of the pupils have special educational needs.

There were 4 recorded bullying incidents during this period. September 2015 – August 2016. 2 of the victims had a protected characteristic as special educational needs.

Our workforce is 33.5% male and 66.5% female.

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	207	0.00	-0.09	-0.02	0.12	-0.04
male	102	-0.12	-0.28	0.04	0.00	-0.26
female	105	0.12	0.09	-0.08	0.24	0.17
disadvantaged	38	-0.61	-0.50	-0.63	-0.59	-0.68
other	169	0.14	0.00	0.11	0.29	0.10
Free School Meals	38	-0.61	-0.50	-0.63	-0.59	-0.68
Children Looked After	0	-	-	-	-	-
SEN with statement or EHC plan	6	0.00	-0.32	0.22	0.20	-0.15
SEN support	14	0.11	0.25	-0.20	0.30	0.03
no SEN	187	-0.01	-0.11	-0.02	0.11	-0.05
on roll in years 10 & 11	206	0.01	-0.08	-0.01	0.14	-0.04
English first language	194	-0.06	-0.12	-0.09	0.04	-0.10
English additional language	13	0.89	0.34	0.96	1.33	0.77
Prior Attainment						
low overall	34	-0.01	0.10	-0.23	0.35	-0.30
middle overall	115	-0.01	-0.16	0.00	0.12	-0.03
high overall	58	0.02	-0.07	0.06	0.00	0.08
English low	29	0.06	0.05	0.13	0.38	-0.28
English middle	105	-0.07	-0.23	-0.04	0.06	-0.10
English high	73	0.07	0.05	-0.05	0.11	0.14
mathematics low	36	-0.13	0.03	-0.61	0.27	-0.33
mathematics middle	111	0.06	-0.06	0.05	0.15	0.07
mathematics high	60	-0.03	-0.22	0.19	-0.02	-0.08

KS4 Progress 8 2016

	Cohort	Progress 8	English element	Mathematics element	EBacc element	Open element
all pupils	207	0.00	-0.09	-0.02	0.12	-0.04
White	193	-0.01	-0.08	-0.04	0.09	-0.05
British	187	-0.04	-0.09	-0.06	0.05	-0.08
Irish	0	-	-	-	-	-
Traveller	0	-	-	-	-	-
Gypsy/Roma	0	-	-	-	-	-
any other White background	6	0.89	0.25	0.58	1.51	0.91
Mixed	8	-0.16	-0.61	-0.27	0.19	-0.15
White & Black Caribbean	1	-0.81	-0.19	-1.32	0.52	-2.21
White & Black African	1	0.00	-1.31	0.76	-0.03	0.39
White & Asian	4	-0.58	-1.00	-1.10	-0.11	-0.41
any other mixed background	2	0.90	0.28	1.38	0.76	1.15
Asian or Asian British	2	1.20	0.20	1.42	2.21	0.71
Indian	2	1.20	0.20	1.42	2.21	0.71
Pakistani	0	-	-	-	-	-
Bangladeshi	0	-	-	-	-	-
any other Asian background	0	-	-	-	-	-
Black or Black British	1	0.52	0.11	1.00	0.83	0.16
Black Caribbean	0	-	-	-	-	-
Black African	1	0.52	0.11	1.00	0.83	0.16
any other Black background	0	-	-	-	-	-
Chinese	1	0.61	-0.13	2.00	0.89	-0.10
any other ethnic group	2	-0.07	0.68	-0.44	-0.02	-0.38
unclassified - refused	0	-	-	-	-	-
unclassified - not obtained	0	-	-	-	-	-



KS4 Attainment 8 2016

	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			
			50.11	49.50	10.44	10.44	9.80	9.74	14.13	13.64	15.73	15.69	School	National	School	National		
all pupils	214	all																
male	106	same	48.01	47.26	9.92	9.80	9.79	9.62	13.52	13.06	14.77	14.78	10.08	11.67	4.69	3.11		
female	108	same	52.17	51.83	10.94	11.11	9.81	9.85	14.73	14.24	16.68	16.62	11.97	13.93	4.70	2.69		
disadvantaged	40	non	39.46	52.72	8.90	10.98	7.60	10.41	10.30	14.81	12.66	16.52	7.73	13.83	4.94	2.69		
other	174	same	52.55	52.72	10.79	10.98	10.31	10.41	15.01	14.81	16.44	16.52	11.80	13.83	4.64	2.69		
Free School Meals	40	non	39.46	52.53	8.90	10.94	7.60	10.38	10.30	14.75	12.66	16.46	7.73	13.78	4.94	2.69		
Children Looked After	0	non	-	49.71	-	10.48	-	9.78	-	13.71	-	15.75	-	12.84	-	2.91		
SEN with statement or EHC plan	6	all	34.75	49.50	7.33	10.44	6.67	9.74	9.00	13.64	11.75	15.69	7.83	12.78	3.92	2.91		
SEN support	14	all	39.25	49.50	9.14	10.44	6.57	9.74	10.36	13.64	13.18	15.69	7.50	12.78	5.68	2.91		
no SEN	194	same	51.37	52.63	10.63	11.01	10.13	10.39	14.56	14.69	16.04	16.54	11.39	13.66	4.65	2.88		
on roll in years 10 & 11	212	same	50.26	50.33	10.45	10.61	9.82	9.88	14.19	13.88	15.80	15.96	11.09	13.03	4.71	2.93		
English first language	196	all	49.66	49.50	10.43	10.44	9.68	9.74	13.89	13.64	15.66	15.69	10.91	12.78	4.75	2.91		
English additional language	18	all	54.94	49.50	10.56	10.44	11.11	9.74	16.78	13.64	16.50	15.69	12.39	12.78	4.11	2.91		
Prior Attainment																		
low overall	34	same	31.51	28.56	7.76	6.85	5.00	4.92	8.12	6.35	10.63	10.45	6.35	6.95	4.28	3.49		
middle overall	115	same	49.17	49.01	10.17	10.44	9.67	9.64	13.69	13.27	15.64	15.66	10.11	12.40	5.53	3.26		
high overall	58	same	64.12	64.30	12.79	12.99	13.03	13.01	18.74	18.90	19.55	19.40	16.16	17.35	3.40	2.05		
English low	29	same	32.34	29.08	7.66	6.72	5.72	5.42	8.28	6.54	10.69	10.40	6.69	6.86	4.00	3.55		
English middle	105	same	47.33	49.36	9.83	10.44	9.31	9.77	13.06	13.43	15.13	15.72	9.24	12.48	5.90	3.24		
English high	73	same	62.15	63.59	12.63	13.11	12.25	12.52	18.16	18.60	19.11	19.36	15.78	17.36	3.33	2.00		
mathematics low	36	same	32.60	30.16	8.00	7.30	4.83	4.96	8.69	6.93	11.07	10.97	6.44	7.60	4.63	3.37		
mathematics middle	111	same	49.81	48.47	10.36	10.39	9.75	9.49	13.77	13.04	15.93	15.55	10.49	12.29	5.45	3.26		
mathematics high	60	same	62.38	62.49	12.30	12.54	13.03	12.83	18.27	18.26	18.78	18.86	15.33	16.59	3.45	2.27		

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			
			50.11	49.50	10.44	10.44	9.80	9.74	14.13	13.64	15.73	15.69	School	National	School	National		
all pupils	214	all																
White	199	all	49.85	49.50	10.43	10.44	9.74	9.74	13.99	13.64	15.68	15.69	10.93	12.78	4.75	2.91		
British	189	all	49.88	49.50	10.49	10.44	9.75	9.74	13.91	13.64	15.74	15.69	10.98	12.78	4.76	2.91		
Irish	0	all	-	49.50	-	10.44	-	9.74	-	13.64	-	15.69	-	12.78	-	2.91		
Traveller	0	all	-	49.50	-	10.44	-	9.74	-	13.64	-	15.69	-	12.78	-	2.91		
Gypsy/Roma	0	all	-	49.50	-	10.44	-	9.74	-	13.64	-	15.69	-	12.78	-	2.91		
any other White background	10	all	49.30	49.50	9.40	10.44	9.60	9.74	15.60	13.64	14.70	15.69	10.10	12.78	4.60	2.91		
Mixed	9	all	50.22	49.50	9.78	10.44	9.78	9.74	14.67	13.64	16.00	15.69	10.11	12.78	5.89	2.91		
White & Black Caribbean	1	all	28.00	49.50	8.00	10.44	4.00	9.74	10.00	13.64	6.00	15.69	5.00	12.78	1.00	2.91		
White & Black African	2	all	55.00	49.50	10.00	10.44	12.00	9.74	15.00	13.64	18.00	15.69	8.50	12.78	9.50	2.91		
White & Asian	4	all	43.50	49.50	8.50	10.44	7.50	9.74	13.00	13.64	14.50	15.69	8.25	12.78	6.25	2.91		
any other mixed background	2	all	70.00	49.50	13.00	10.44	15.00	9.74	20.00	13.64	22.00	15.69	18.00	12.78	4.00	2.91		
Asian or Asian British	2	all	68.00	49.50	12.00	10.44	14.00	9.74	22.50	13.64	19.50	15.69	19.50	12.78	0.00	2.91		
Indian	2	all	68.00	49.50	12.00	10.44	14.00	9.74	22.50	13.64	19.50	15.69	19.50	12.78	0.00	2.91		
Pakistani	0	all	-	49.50	-	10.44	-	9.74	-	13.64	-	15.69	-	12.78	-	2.91		
Bangladeshi	0	all	-	49.50	-	10.44	-	9.74	-	13.64	-	15.69	-	12.78	-	2.91		
any other Asian background	0	all	-	49.50	-	10.44	-	9.74	-	13.64	-	15.69	-	12.78	-	2.91		
Black or Black British	1	all	74.00	49.50	14.00	10.44	16.00	9.74	23.00	13.64	21.00	15.69	21.00	12.78	0.00	2.91		
Black Caribbean	0	all	-	49.50	-	10.44	-	9.74	-	13.64	-	15.69	-	12.78	-	2.91		
Black African	1	all	74.00	49.50	14.00	10.44	16.00	9.74	23.00	13.64	21.00	15.69	21.00	12.78	0.00	2.91		
any other Black background	0	all	-	49.50	-	10.44	-	9.74	-	13.64	-	15.69	-	12.78	-	2.91		
Chinese	1	all	66.00	49.50	12.00	10.44	16.00	9.74	20.00	13.64	18.00	15.69	12.00	12.78	6.00	2.91		
any other ethnic group	2	all	37.50	49.50	10.00	10.44	6.00	9.74	9.50	13.64	12.00	15.69	11.50	12.78	0.50	2.91		
unclassified - refused	0	all	-	49.50	-	10.44	-	9.74	-	13.64	-	15.69	-	12.78	-	2.91		
unclassified - not obtained	0	all	-	49.50	-	10.44	-	9.74	-	13.64	-	15.69	-	12.78	-	2.91		



Appendix 2

Equality objectives 2016/17

Our equality objectives for 2016/17 are:

- To raise the achievement of disadvantaged pupils
- To improve the attendance of disadvantaged pupils
- To ensure that SEN pupils make accelerated progress
- To support pupils whose behaviour is a barrier to learning to develop the attributes of a good learner
- To educate all our learners so they celebrate difference and reject discrimination

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.