

## 2021– 2022 Equality Report to Governors

### General and Specific Duties

The three aims of the 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.

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

- Publish information
- Provide information about our school community

Our Equality Objectives have been set to enable us to set out how we plan to carry out the three aims of the Equality Duty.

### Equality Objectives:

Over the course of the next two years, Carew Academy aims to achieve its Gold Rights Respecting School Award. Carew Academy will continue to ensure that there are no equality gaps in achievement for all different groups of pupils, including those entitled to Free School Meals or those who are looked after. Carew Academy will continue to work to eliminate bullying of people with protected characteristics.

### Outcomes:

- Carew Academy has achieved Rights Respecting School Bronze and Silver Awards.
- Our progress data shows that there are no significant variations in the achievement of different groups of pupils.

### Autumn 2021

Pupil Premium			
Outstanding	Good	Requires Improvement	Unsatisfactory
6%	77%	13%	4%

Non Pupil Premium			
Outstanding	Good	Requires Improvement	Unsatisfactory
5%	81%	13%	1%

- One incident of racist bullying was logged in Autumn 2021.
- No incidents of homophobic bullying were logged in Autumn 2021.
- Four Peer-On-Peer Abuse incidents were logged in Autumn 2021.

### Equality Statement:

Our Equality Statement is below, which is considered by the Local Governing Body each year.

"Carew Academy is committed to creating an inclusive environment, where people are treated with dignity and respect and where we anticipate and respond positively to different needs and circumstances so that everyone can achieve their potential. We are committed to promoting and advancing equality of opportunity, not only because it is an important part of the mission, vision and values of the Academy, but also because by attracting and retaining the most diverse range of students, staff and partners, we will ensure the Academy's future success. We believe that everyone has the right to be treated fairly and without discrimination, regardless of age, disability, gender, gender identity, race, religion or belief, sexual orientation, circumstances or background.

We will consult and involve the school community in our decision making."

James Kearns- Principal- December 2021