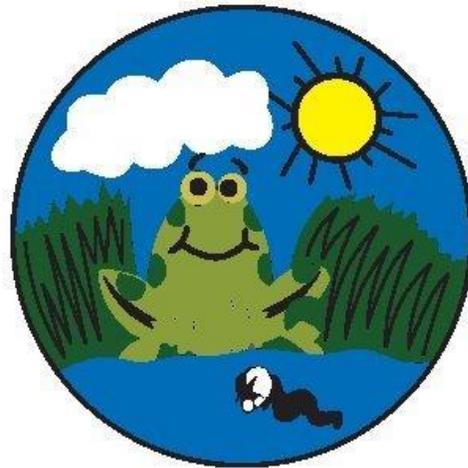


# **Hummersknott Academy Trust**



## **20.1 - Equality and Diversity Information and Objectives 2015-2016**

**Adopted Date: Dec 2015**

**Review Date: June 2016**

## Our Academies in the context of Darlington

Darlington is a market town in the Borough of Darlington. It is the main population centre in the borough, which has a population of 105,600, according to the 2011 Census.

Darlington has seven secondary schools, one of which is a Roman Catholic academy with a small sixth form college admitting about 100 students each year. Queen Elizabeth Sixth Form College is one of the most highly rated colleges in England and has almost 2000 students, most of whom are aged 16–18. The sixth form college offers around 40 full-time AS and A level courses, some vocational courses and GCSEs, as well as several part-time evening classes.

Darlington College is the recently-built further education college. Teesside University opened a Darlington campus on the same site as the FE College in 2011 offering higher education in the town to students and businesses.

Hummersknott Academy is a larger than average 11-16 comprehensive academy. The academy is constantly oversubscribed and currently has over 1,200 students on role. The academy is located in the West End of Darlington and takes students from this area as well as Skerne Park. In 2011 Hummersknott sponsored Skerne Park Primary School, which has since become an academy within the Hummersknott Academy Trust.

Hummersknott Academy's recent OFSTED graded the school as a good school overall with leadership and management, and behaviour and safety, graded outstanding. In 2014, 98% of students left Hummersknott and entered full-time education, employment or training. Skerne Park recent OFSTED judged the school to be good.

### Hummersknott Academy Profile as at January 2015 census

Male students - 617, Female students - 593

Students on roll by ethnicity	
Bangladeshi	7
Indian	10
Pakistani	2
Chinese	3
Any other Asian background	5
Black African	4
White and Asian	10
White and Black Caribbean	7
Any other mixed background	5
Information not yet obtained	3
Iraqi	2
Arab other	1
Kurdish	1
Thai	2
Refused	8
White - British	1103
White - English	19
Gypsy/Roma	1
White - Scottish	1
Any other White background	14
Any other ethnic group	2

Students on roll with SEND - 122

Students on roll receiving free school meals - 116

Students on roll who are black or minority ethnic – 59

Students on roll with English as an additional language - 38

<b>Staff on roll by ethnicity</b>	
White and Black Caribbean	1
Any other mixed background	1
White - British	144
White - Irish	1
Any other White background	1
Information not yet obtained	8
Refused to give information	2

#### **Staff by Gender**

	<b>Teaching Staff</b>	<b>Non-Teaching Staff</b>
<b>Female</b>	<b>48</b>	<b>71</b>
<b>Male</b>	<b>26</b>	<b>13</b>

#### **Skerne Park Academy Profile as at January 2015 census**

Male students - 177, Female students - 188

<b>Students on roll by ethnicity - aged 5 yrs and over as at 31/8/14</b>	
Chinese	1
White - British	295
White - Irish	1
Any other White background	3
Any other ethnic group	6

Students on roll with SEND - 122

Students on roll receiving free school meals - 160

Students on roll who are black or minority ethnic – 11

Students on roll with English as an additional language - 9

<b>Staff on roll by ethnicity</b>	
White - British	52
White - Irish	1
Any other White background	1

## Staff by Gender

	Teaching Staff	Non-Teaching Staff
Female	19	32
Male	1	2

The Equality Act 2010 requires that Hummersknott Academy publish one or more objectives that it thinks need to be achieved to further its responsibilities in relation to the public sector equality duty. We will review the objectives and all associated policies and action plans at least every three years.

### Objective 1

**To continue to implement strategies that will ensure that the attainment gap is negligible between pupils and students in low income families and pupils and students not in low income families.**

In order to achieve this we will:-

- ensure that systems for the academic and pastoral monitoring of pupils and students in receipt of the Pupil Premium are rigorous and robust
- implement intervention strategies, where appropriate, to address the underachievement of pupils and students in low income families
- continue to enhance teaching and learning to provide the highest quality first teach experience for pupils and students in receipt of the Pupil Premium.

### Objective 2

**To further enhance good relations between all staff, pupils, students and the wider community**

In order to achieve this we will:-

- continue to develop the Trust's ambitious Social, Moral, Cultural and Citizenship programme to provide further opportunities to enhance and extend community relations
- formalise systems of school support and contributions to nominated charities
- Seek ways to engage pupils and students in community activities and/or projects at a local, national and international level.

### Objective 3

**To employ the curriculum and acts of collective worship/assemblies to examine in more depth and breadth the fundamental British values and challenge extremism.**

In order to achieve this we will:-

- continue to develop the Trust's ambitious Social, Moral, Cultural and Citizenship programme to provide additional opportunities to examine the fundamental British values and challenge extremism
- regularly address the fundamental British values and the problem of extremism during acts of collective worship/assemblies
- utilise expertise in the Trust and outside to counter any tendencies pupils and students might have to be radicalised.

If you require any further information in relation to the Trust's commitments to equality, diversity and community cohesion, please visit our web site:- <http://www.hummersknott.org.uk/19/policies-documents>

**Hummersknott Academy Profile (correct when the last census was undertaken)**