



*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 Thistley Hough Academy school community

Appendix 2 outlines the equality objectives for Thistley Hough Academy



Appendix 1

The school community 2015/16

The percentage of pupils eligible for free school meals is 39.7% compared to 28.9% nationally.

The percentage of pupils from ethnic minority backgrounds is 46.5% compared to 28.2% nationally.

The percentage of pupils who speak English as an additional language is 37.9% compared to 15.7% nationally.

The percentage of pupils who have special educational needs or are disabled is 20% compared to 13% nationally.

53.8% of our pupils are girls compared to 49.7% nationally.

7 pupils have been permanently excluded during this period. 4 of these pupils had a protected characteristic as follows: 3 students have special educational needs (no statement or EHC), 1 is from an ethnic minority background.

There were 10 recorded bullying incidents during this period. 4 of the victims had a protected characteristic as follows: 3 had special educational needs (no statement or EHC), 2 are from ethnic minority backgrounds.

Our workforce is 19 males and 63 females.

The following data are taken from RaiseonLine and show the academic achievement of different groups of pupils in 2015/16 national assessments.



	Cohort	Progress 8	English element	Mathematics element	EBacc element	Open element
all pupils	149	0.25	0.36	0.19	-0.08	0.55
male	70	0.11	0.24	0.11	-0.26	0.40
female	79	0.38	0.47	0.26	0.08	0.69
disadvantaged	56	0.20	0.22	0.13	-0.04	0.47
other	93	0.28	0.45	0.23	-0.11	0.60
Free School Meals	55	0.20	0.20	0.13	-0.04	0.47
Children Looked After	0	-	-	-	-	-
SEN with statement or EHC plan	0	-	-	-	-	-
SEN support	9	0.32	0.05	0.62	0.07	0.54
no SEN	140	0.25	0.38	0.16	-0.09	0.55
on roll in years 10 & 11	145	0.25	0.38	0.17	-0.08	0.56
English first language	102	0.17	0.31	0.12	-0.24	0.53
English additional language	47	0.42	0.47	0.33	0.26	0.61
Prior Attainment						
low overall	45	0.59	0.43	0.54	0.52	0.80
middle overall	82	0.09	0.32	0.00	-0.35	0.44
high overall	22	0.17	0.37	0.16	-0.29	0.49
English low	36	0.52	0.19	0.70	0.36	0.78
English middle	89	0.22	0.44	0.09	-0.17	0.53
English high	24	-0.01	0.33	-0.23	-0.42	0.30
mathematics low	49	0.47	0.51	0.30	0.41	0.62
mathematics middle	70	0.12	0.30	0.06	-0.33	0.50
mathematics high	30	0.20	0.27	0.30	-0.29	0.57



Ethnic Group	Cohort	Progress 8	English element	Mathematics element	EBacc element	Open element
all pupils	149	0.25	0.36	0.19	-0.08	0.55
White	90	0.16	0.29	0.12	-0.25	0.50
British	87	0.13	0.30	0.08	-0.28	0.48
Irish	0	-	-	-	-	-
Traveller	0	-	-	-	-	-
Gypsy/Roma	2	0.88	0.22	1.38	0.88	1.00
any other White background	1	0.65	0.31	0.88	0.07	1.30
Mixed	4	-0.39	0.04	-0.75	-0.78	-0.05
White & Black Caribbean	2	-0.51	-0.12	-0.35	-0.59	-0.80
White & Black African	0	-	-	-	-	-
White & Asian	1	-0.94	-0.66	-1.77	-1.89	0.37
any other mixed background	1	0.39	1.04	-0.53	-0.06	1.03
Asian or Asian British	44	0.54	0.62	0.39	0.29	0.83
Indian	0	-	-	-	-	-
Pakistani	44	0.54	0.62	0.39	0.29	0.83
Bangladeshi	0	-	-	-	-	-
any other Asian background	0	-	-	-	-	-
Black or Black British	7	-0.20	-0.22	-0.19	-0.29	-0.12
Black Caribbean	0	-	-	-	-	-
Black African	7	-0.20	-0.22	-0.19	-0.29	-0.12
any other Black background	0	-	-	-	-	-
Chinese	0	-	-	-	-	-
any other ethnic group	4	0.68	0.33	1.14	0.77	0.52
unclassified - refused	0	-	-	-	-	-
unclassified - not obtained	0	-	-	-	-	-



	Cohort	National comparator type	Open element													
			Attainment 8		English element		Mathematics element		EBacc element		Open element		GCSE only		non-GCSE only	
			School	National	School	National	School	National	School	National	School	National	School	National	School	National
all pupils	159	all	46.58	49.34	10.25	10.41	8.87	9.71	11.43	13.61	16.03	15.61	9.92	12.79	6.11	2.81
male	76	same	43.89	47.11	9.71	9.77	8.42	9.60	10.54	13.03	15.22	14.71	9.13	11.67	6.09	3.03
female	83	same	49.05	51.67	10.75	11.08	9.28	9.83	12.25	14.22	16.78	16.54	10.64	13.96	6.14	2.58
disadvantaged	59	non	43.03	52.56	9.42	10.95	8.00	10.39	10.47	14.78	15.14	16.44	9.88	13.84	5.25	2.61
other	100	same	48.68	52.56	10.74	10.95	9.38	10.39	12.00	14.78	16.56	16.44	9.94	13.84	6.62	2.61
Free School Meals	58	non	43.00	52.37	9.38	10.92	8.00	10.35	10.48	14.72	15.14	16.39	9.88	13.78	5.26	2.61
Children Looked After	0	non	-	49.56	-	10.45	-	9.75	-	13.68	-	15.67	-	12.85	-	2.81
SEN with statement or EHC plan	0	all	-	49.34	-	10.41	-	9.71	-	13.61	-	15.61	-	12.79	-	2.81
SEN support	10	all	27.00	49.34	6.00	10.41	4.60	9.71	4.80	13.61	11.60	15.61	7.50	12.79	4.10	2.81
no SEN	149	same	47.90	52.47	10.54	10.98	9.15	10.36	11.88	14.66	16.33	16.46	10.08	13.67	6.25	2.79
on roll in years 10 & 11	154	same	46.66	50.18	10.30	10.59	8.86	9.86	11.42	13.85	16.08	15.88	9.92	13.05	6.16	2.83
English first language	102	all	48.40	49.34	10.69	10.41	9.29	9.71	11.75	13.61	16.67	15.61	10.05	12.79	6.62	2.81
English additional language	56	all	44.03	49.34	9.64	10.41	8.25	9.71	10.98	13.61	15.15	15.61	9.86	12.79	5.29	2.81
Prior Attainment																
low overall	45	same	36.89	28.39	8.31	6.83	6.40	4.89	8.49	6.33	13.69	10.34	9.38	6.98	4.31	3.36
middle overall	82	same	48.60	48.86	10.88	10.42	9.37	9.62	11.72	13.24	16.63	15.58	9.79	12.42	6.84	3.16
high overall	22	same	64.41	64.17	13.45	12.97	13.00	12.99	17.50	18.87	20.45	19.35	12.55	17.35	7.91	2.00
English low	36	same	36.03	28.91	7.78	6.70	6.67	5.39	8.03	6.52	13.56	10.30	9.36	6.88	4.19	3.42
English middle	89	same	48.37	49.22	10.88	10.42	9.19	9.75	11.73	13.40	16.57	15.65	10.12	12.51	6.45	3.14
English high	24	same	60.83	63.46	13.08	13.08	11.83	12.50	16.46	18.57	19.46	19.31	10.96	17.36	8.50	1.95
mathematics low	49	same	37.81	30.00	8.82	7.28	6.45	4.93	8.88	6.91	13.66	10.87	9.76	7.63	3.91	3.24
mathematics middle	70	same	47.72	48.33	10.63	10.37	9.20	9.47	11.36	13.02	16.54	15.47	9.60	12.32	6.94	3.15
mathematics high	30	same	62.30	62.36	12.87	12.51	12.73	12.81	16.60	18.23	20.10	18.80	11.70	16.59	8.40	2.21



Ethnic Group	Cohort	National comparator type	Open element													
			Attainment 8		English element		Mathematics element		EBacc element		Open element		GCSE only		non-GCSE only	
			School	National	School	National	School	National	School	National	School	National	School	National	School	National
all pupils	159	all	46.58	49.34	10.25	10.41	8.87	9.71	11.43	13.61	16.03	15.61	9.92	12.79	6.11	2.81
White	91	all	47.19	49.34	10.46	10.41	9.03	9.71	11.41	13.61	16.29	15.61	9.95	12.79	6.35	2.81
British	87	all	47.96	49.34	10.64	10.41	9.20	9.71	11.61	13.61	16.51	15.61	10.07	12.79	6.44	2.81
Irish	0	all	-	49.34	-	10.41	-	9.71	-	13.61	-	15.61	-	12.79	-	2.81
Traveller	0	all	-	49.34	-	10.41	-	9.71	-	13.61	-	15.61	-	12.79	-	2.81
Gypsy/Roma	2	all	26.50	49.34	5.00	10.41	5.00	9.71	6.00	13.61	10.50	15.61	8.00	12.79	2.50	2.81
any other White background	2	all	34.50	49.34	8.00	10.41	6.00	9.71	8.00	13.61	12.50	15.61	6.50	12.79	6.00	2.81
Mixed	4	all	45.00	49.34	10.50	10.41	8.00	9.71	11.00	13.61	15.50	15.61	9.00	12.79	6.50	2.81
White & Black Caribbean	2	all	36.50	49.34	9.00	10.41	7.00	9.71	9.00	13.61	11.50	15.61	9.00	12.79	2.50	2.81
White & Black African	0	all	-	49.34	-	10.41	-	9.71	-	13.61	-	15.61	-	12.79	-	2.81
White & Asian	1	all	57.00	49.34	12.00	10.41	10.00	9.71	14.00	13.61	21.00	15.61	7.00	12.79	14.00	2.81
any other mixed background	1	all	50.00	49.34	12.00	10.41	8.00	9.71	12.00	13.61	18.00	15.61	11.00	12.79	7.00	2.81
Asian or Asian British	47	all	49.04	49.34	10.77	10.41	9.19	9.71	12.28	13.61	16.81	15.61	10.11	12.79	6.70	2.81
Indian	1	all	68.00	49.34	14.00	10.41	14.00	9.71	19.00	13.61	21.00	15.61	14.00	12.79	7.00	2.81
Pakistani	44	all	48.43	49.34	10.73	10.41	9.00	9.71	12.00	13.61	16.70	15.61	10.07	12.79	6.64	2.81
Bangladeshi	0	all	-	49.34	-	10.41	-	9.71	-	13.61	-	15.61	-	12.79	-	2.81
any other Asian background	2	all	53.00	49.34	10.00	10.41	11.00	9.71	15.00	13.61	17.00	15.61	9.00	12.79	8.00	2.81
Black or Black British	8	all	46.75	49.34	9.75	10.41	9.50	9.71	12.50	13.61	15.00	15.61	11.25	12.79	3.75	2.81
Black Caribbean	0	all	-	49.34	-	10.41	-	9.71	-	13.61	-	15.61	-	12.79	-	2.81
Black African	8	all	46.75	49.34	9.75	10.41	9.50	9.71	12.50	13.61	15.00	15.61	11.25	12.79	3.75	2.81
any other Black background	0	all	-	49.34	-	10.41	-	9.71	-	13.61	-	15.61	-	12.79	-	2.81
Chinese	0	all	-	49.34	-	10.41	-	9.71	-	13.61	-	15.61	-	12.79	-	2.81
any other ethnic group	8	all	31.06	49.34	6.50	10.41	6.00	9.71	6.75	13.61	11.81	15.61	8.88	12.79	2.94	2.81
unclassified - refused	0	all	-	49.34	-	10.41	-	9.71	-	13.61	-	15.61	-	12.79	-	2.81
unclassified - not obtained	1	all	5.00	49.34	0.00	10.41	0.00	9.71	5.00	13.61	0.00	15.61	0.00	12.79	0.00	2.81



Appendix 2

Equality objectives 2016/17

Our equality objectives for 2016/17 are included in our Academy Improvement Plan:

1.2 To ensure highly effective deployment of the Year 7 literacy and numeracy Catch-up Premium in order to secure excellent outcomes for students. Ensure stringent Governor challenge in this regard.

2.1 Further improve planning so that incisive intervention ensures that the needs of all students are fully met so that all sub-groups make strong progress across all subjects.

3.1 Further develop improvements in attendance.

3.3 Continue improvements in exclusion rates via incisive support, particularly focussing on in-year transfers to the academy in order to improve aspirations.

4.3 Continue to support Higher and Middle Attaining students to secure the highest grades across all of their subjects in all years.

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.