



*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 **Caister** Academy school community

Appendix 2 outlines the equality objectives for **Caister** 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 33% compared to 29% nationally.

The percentage of pupils from ethnic minority backgrounds is 11% compared to 28% nationally.

The percentage of pupils who speak English as an additional language is 9% compared to 16% nationally.

The percentage of pupils who have special educational needs or are disabled is 25% compared to 13% nationally.

49% of our pupils are girls compared to 50% nationally.

6 pupils have been permanently excluded during 2015/16.

Our workforce is 33% males and 67% females.

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



Caister Academy (URN: 141331 DfE No. 9264017)

KS4 Progress 8 2016

	Cohort	Progress 8	English element	Mathematics element	EBacc element	Open element
all pupils	126	0.14	0.43	0.05	0.23	-0.09
male	69	0.06	0.26	0.14	0.10	-0.16
female	57	0.23	0.65	-0.07	0.40	0.00
disadvantaged	35	-0.06	0.30	-0.20	0.03	-0.30
other	91	0.22	0.49	0.14	0.31	-0.01
Free School Meals	35	-0.06	0.30	-0.20	0.03	-0.30
Children Looked After	0	-	-	-	-	-
SEN with statement or EHC plan	5	-0.70	-0.39	-0.83	-0.62	-0.90
SEN support	26	-0.16	0.11	-0.16	-0.10	-0.40
no SEN	95	0.27	0.57	0.15	0.37	0.04
on roll in years 10 & 11	124	0.16	0.44	0.07	0.26	-0.07
English first language	115	0.10	0.40	0.01	0.18	-0.14
English additional language	11	0.60	0.75	0.39	0.75	0.48
Prior Attainment						
low overall	35	-0.05	0.18	-0.36	0.18	-0.24
middle overall	65	0.32	0.62	0.20	0.46	0.04
high overall	26	-0.04	0.31	0.20	-0.27	-0.21
English low	33	-0.06	0.15	-0.16	0.09	-0.29
English middle	67	0.25	0.56	0.07	0.39	0.02
English high	26	0.12	0.49	0.25	0.00	-0.10
mathematics low	33	-0.05	0.40	-0.63	0.20	-0.23
mathematics middle	64	0.29	0.54	0.24	0.43	0.02
mathematics high	29	0.03	0.25	0.37	-0.17	-0.15



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KS4 Progress 8 2016

Ethnic Group	Cohort	Progress 8	English element	Mathematics element	EBacc element	Open element
all pupils	126	0.14	0.43	0.05	0.23	-0.09
White	120	0.15	0.44	0.06	0.26	-0.10
British	112	0.12	0.42	0.03	0.23	-0.13
Irish	0	-	-	-	-	-
Traveller	0	-	-	-	-	-
Gypsy/Roma	0	-	-	-	-	-
any other White background	8	0.55	0.62	0.50	0.75	0.34
Mixed	4	-0.37	0.18	-0.67	-0.70	-0.21
White & Black Caribbean	2	-0.77	-0.31	-0.91	-1.04	-0.72
White & Black African	1	0.23	1.13	0.01	-0.49	0.51
White & Asian	0	-	-	-	-	-
any other mixed background	1	-0.18	0.22	-0.89	-0.23	0.08
Asian or Asian British	0	-	-	-	-	-
Indian	0	-	-	-	-	-
Pakistani	0	-	-	-	-	-
Bangladeshi	0	-	-	-	-	-
any other Asian background	0	-	-	-	-	-
Black or Black British	1	1.13	1.56	0.90	1.23	0.90
Black Caribbean	0	-	-	-	-	-
Black African	1	1.13	1.56	0.90	1.23	0.90
any other Black background	0	-	-	-	-	-
Chinese	0	-	-	-	-	-
any other ethnic group	0	-	-	-	-	-
unclassified - refused	1	0.30	0.22	0.64	-0.35	0.76
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	
													11.19	12.79	3.55	2.81
all pupils	129	all	47.86	49.34	10.87	10.41	9.05	9.71	13.19	13.61	14.75	15.61	11.19	12.79	3.55	2.81
male	71	same	46.96	47.11	10.48	9.77	9.21	9.60	12.76	13.03	14.51	14.71	10.72	11.67	3.79	3.03
female	58	same	48.96	51.67	11.34	11.08	8.86	9.83	13.71	14.22	15.04	16.54	11.78	13.96	3.27	2.58
disadvantaged	35	non	41.37	52.56	9.83	10.95	7.54	10.39	11.00	14.78	13.00	16.44	9.40	13.84	3.60	2.61
other	94	same	50.27	52.56	11.26	10.95	9.62	10.39	14.00	14.78	15.40	16.44	11.86	13.84	3.54	2.61
Free School Meals	35	non	41.37	52.37	9.83	10.92	7.54	10.35	11.00	14.72	13.00	16.39	9.40	13.78	3.60	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	5	all	26.90	49.34	7.20	10.41	4.40	9.71	6.00	13.61	9.30	15.61	6.20	12.79	3.10	2.81
SEN support	27	all	31.56	49.34	7.93	10.41	5.48	9.71	7.67	13.61	10.48	15.61	7.74	12.79	2.74	2.81
no SEN	97	same	53.47	52.47	11.88	10.98	10.29	10.36	15.09	14.66	16.22	16.46	12.41	13.67	3.80	2.79
on roll in years 10 & 11	127	same	48.28	50.18	10.91	10.59	9.15	9.86	13.35	13.85	14.87	15.88	11.30	13.05	3.57	2.83
English first language	115	all	48.55	49.34	11.03	10.41	9.27	9.71	13.37	13.61	14.89	15.61	11.40	12.79	3.49	2.81
English additional language	14	all	42.18	49.34	9.57	10.41	7.29	9.71	11.71	13.61	13.61	15.61	9.50	12.79	4.11	2.81
Prior Attainment																
low overall	35	same	29.14	28.39	7.54	6.83	4.29	4.89	7.11	6.33	10.20	10.34	7.49	6.98	2.71	3.36
middle overall	65	same	51.65	48.86	11.60	10.42	9.94	9.62	14.46	13.24	15.65	15.58	11.94	12.42	3.71	3.16
high overall	26	same	63.40	64.17	13.54	12.97	13.31	12.99	17.92	18.87	18.63	19.35	14.62	17.35	4.02	2.00
English low	33	same	29.38	28.91	7.52	6.70	4.79	5.39	6.97	6.52	10.11	10.30	7.61	6.88	2.50	3.42
English middle	67	same	51.07	49.22	11.49	10.42	9.67	9.75	14.30	13.40	15.60	15.65	11.88	12.51	3.72	3.14
English high	26	same	62.87	63.46	13.54	13.08	12.92	12.50	17.96	18.57	18.44	19.31	14.27	17.36	4.17	1.95
mathematics low	33	same	29.79	30.00	8.06	7.28	3.94	4.93	7.42	6.91	10.36	10.87	8.00	7.63	2.36	3.24
mathematics middle	64	same	50.58	48.33	11.31	10.37	9.81	9.47	14.08	13.02	15.38	15.47	11.53	12.32	3.84	3.15
mathematics high	29	same	62.26	62.36	13.10	12.51	13.24	12.81	17.55	18.23	18.36	18.80	14.34	16.59	4.02	2.21



KS4 Attainment 8 2016

Ethnic Group	National comparator type	Cohort	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	School	National
			47.86	49.34	10.87	10.41	9.05	9.71	13.19	13.61	14.75	15.61	11.19	12.79	3.55	2.81		
all pupils	all	129	47.86	49.34	10.87	10.41	9.05	9.71	13.19	13.61	14.75	15.61	11.19	12.79	3.55	2.81		
White	all	122	48.07	49.34	10.90	10.41	9.11	9.71	13.29	13.61	14.77	15.61	11.29	12.79	3.48	2.81		
British	all	112	48.19	49.34	10.96	10.41	9.16	9.71	13.29	13.61	14.78	15.61	11.40	12.79	3.38	2.81		
Irish	all	0	-	49.34	-	10.41	-	9.71	-	13.61	-	15.61	-	12.79	-	2.81		
Traveller	all	0	-	49.34	-	10.41	-	9.71	-	13.61	-	15.61	-	12.79	-	2.81		
Gypsy/Roma	all	0	-	49.34	-	10.41	-	9.71	-	13.61	-	15.61	-	12.79	-	2.81		
any other White background	all	10	46.70	49.34	10.20	10.41	8.60	9.71	13.30	13.61	14.60	15.61	10.00	12.79	4.60	2.81		
Mixed	all	4	42.00	49.34	10.00	10.41	7.50	9.71	10.50	13.61	14.00	15.61	8.75	12.79	5.25	2.81		
White & Black Caribbean	all	2	42.25	49.34	10.00	10.41	8.00	9.71	10.50	13.61	13.75	15.61	8.50	12.79	5.25	2.81		
White & Black African	all	1	71.00	49.34	16.00	10.41	14.00	9.71	19.00	13.61	22.00	15.61	14.00	12.79	8.00	2.81		
White & Asian	all	0	-	49.34	-	10.41	-	9.71	-	13.61	-	15.61	-	12.79	-	2.81		
any other mixed background	all	1	12.50	49.34	4.00	10.41	0.00	9.71	2.00	13.61	6.50	15.61	4.00	12.79	2.50	2.81		
Asian or Asian British	all	0	-	49.34	-	10.41	-	9.71	-	13.61	-	15.61	-	12.79	-	2.81		
Indian	all	0	-	49.34	-	10.41	-	9.71	-	13.61	-	15.61	-	12.79	-	2.81		
Pakistani	all	0	-	49.34	-	10.41	-	9.71	-	13.61	-	15.61	-	12.79	-	2.81		
Bangladeshi	all	0	-	49.34	-	10.41	-	9.71	-	13.61	-	15.61	-	12.79	-	2.81		
any other Asian background	all	0	-	49.34	-	10.41	-	9.71	-	13.61	-	15.61	-	12.79	-	2.81		
Black or Black British	all	2	58.50	49.34	13.00	10.41	11.00	9.71	17.50	13.61	17.00	15.61	10.50	12.79	6.50	2.81		
Black Caribbean	all	0	-	49.34	-	10.41	-	9.71	-	13.61	-	15.61	-	12.79	-	2.81		
Black African	all	2	58.50	49.34	13.00	10.41	11.00	9.71	17.50	13.61	17.00	15.61	10.50	12.79	6.50	2.81		
any other Black background	all	0	-	49.34	-	10.41	-	9.71	-	13.61	-	15.61	-	12.79	-	2.81		
Chinese	all	0	-	49.34	-	10.41	-	9.71	-	13.61	-	15.61	-	12.79	-	2.81		
any other ethnic group	all	0	-	49.34	-	10.41	-	9.71	-	13.61	-	15.61	-	12.79	-	2.81		
unclassified - refused	all	1	24.00	49.34	6.00	10.41	4.00	9.71	3.00	13.61	11.00	15.61	11.00	12.79	0.00	2.81		
unclassified - not obtained	all	0	-	49.34	-	10.41	-	9.71	-	13.61	-	15.61	-	12.79	-	2.81		





Appendix 2

Equality objectives 2016/17

Our equality objectives for 2016/17 are:

- Improve the progress of boys across the academy
- Further accelerate student progress and attainment of disadvantaged students

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.