Equality Statement and Objectives

Revoe Learning Academy

This policy will be reviewed on an annual cycle

Person responsible for the Policy:	Headteacher
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THE SEA VIEW TRUST

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RLA's Equality Statement and Objectives

1. The Equality Act 2010

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it.

Revoe Learning Academy is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

Our approach to equality is based on the following key principles:

1. All learners are of equal value.

2. We recognise and respect difference.

3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging.

4. We observe good equalities practice in staff recruitment, retention and development.

5. We aim to reduce and remove inequalities and barriers that already exist.

6. We have the highest expectations of all our children.

2. Equality Objectives

At Revoe Learning Academy, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:

- Objective 1: To monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.
- Objective 2: To raise levels of attainment in core subjects for vulnerable learners.
- Objective 3: To review levels of parental and pupil engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.

Furthermore, as per their policy, The Sea View Trust have also set the following objective:

- To monitor and analyse staff recruitment, retention and development to ensure equality of opportunity for all staff.

3. Equality Information

(All information listed below was correct as of the January 2026 Census)
Number of pupils on roll at the school: 436
Age of pupils: 2 to 11
Information on Pupils by Protected Characteristics
The Equality Act 2010 protects people from discrimination on the basis of protected characteristics. Every person has elements of the protected characteristics, so the Act protects everyone against unfair treatment.
In order to ensure that all pupils are protected from discrimination, the school collects information on protected characteristics.

4. Information on Other Groups of Pupils

In addition to pupils with protected characteristics, we gather further information on the following groups of pupils:

- Gender: Male – 53.66% / Female -46.33%
- Pupils Eligible for Free School Meals (FSM): 56.65%
- Pupils Eligible for Pupil Premium Funding – Disadvantaged Group: 56.45%
- Pupils with Special Educational Needs and Disabilities (SEND): 31.19%
- Pupils with English as an Additional Language (EAL): 50.68%
- Our Children (previously Looked After Children): 0.92%

5. Race/Ethnicity

Arabic	0.22%
Bengali	7.11%
Bulgarian	0.22%
Chinese	0.22%
Czech	0.22%
English	49.31%
Easn/Ishan	0.22%
French	0.22%
Gurenne/Frafra	0.45%
Hungarian	0.22%
Igala	0.45%
Igbo	0.91%
Kurdish	1.83%
Lithuanian	0.22%
Malayalam	4.12%
Other than English*	0.68%
Pashto/Pakhto	0.91%
Panjabi	0.91%
Polish	1.37%
Persian/Farsi	0.68%
Romanian	22.24%
Shona	0.45%
Slovak	0.45%
Sinhala	0.22%
Spanish*	0.22%
Tagalog/Filipino*	1.14%
Urdu	3.21%
Yoruba	0.68%

Through rigorous tracking and monitoring of individuals and groups of children, including progress and attainment, and by providing equal opportunities to access the curriculum and activities, we aim to ensure that any gap in attainment for pupils within any of the above groups is removed, or at least remains less than the gap nationally.

6. Eliminating Discrimination and Other Conduct that is Prohibited by the Act

The information provided here aims to demonstrate that we give careful consideration to equality issues in everything that we do at Revoe Learning Academy. 'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act.

We are committed to working for equality for all our pupils, staff, parents and carers to meet our duties under the Equality Act 2010.
We eliminate discrimination by:

- Adoption of the Single Equality Scheme;
- Our Behaviour Policy ensures that all children feel safe at school and addresses prejudicial bullying;
- Reporting, responding to and monitoring all racist incidents;
- Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping;
- Teaching is of the highest quality to ensure children reach their potential and all pupils are given equitable entitlement to success;
- Tracking pupil progress to ensure that all children make rapid progress, and intervening when necessary;
- Ensuring that all pupils have the opportunity to access extra-curricular provision; and
- Listening to, monitoring and acting upon views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.

7. Advancing Equality of Opportunity – between People who Share a Protected Characteristic and People Who Do Not

We advance equality of opportunity by:

- Using the information we gather to identify underachieving groups or individuals and plan targeted intervention;
- Ensuring participation of parents and carers and pupils in school development;
- Listening to parents and carers; and
- Listening to pupils at all times

8. Fostering Good Relations Across All Characteristics – between People Who Share a Protected Characteristic and People Who Do Not

We foster good relations by:

- Ensuring that Revoe Learning Academy is seen as a community school within our local community; and
- Ensuring that equality, equity and diversity are embedded in the curriculum and in collective worship.