

Hummersknott Academy



L - Equality and Diversity Information and Objectives

Adopted Date: April 2022

Review Date: April 2023

Hummersknott Academy in the context of Darlington

Darlington is a market town in the Borough of Darlington. It is the main population centre in the borough, with 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 around 100 students each year. Queen Elizabeth Sixth Form College 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 a further education college. Teesside University opened a Darlington campus on the same site as Darlington 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.

Academy Profile as at January 2021 census

Male students – 624, Female students – 605

Students on roll by first language	
Arabic	9
Bangladeshi	11
Chinese	1
English	1181
Hungarian	1
Hindi	3
Kurdish	2
Lithuanian	1
Marathi	2
No response given	1
Other British	2
Other	1
Punjabi	1
Polish	4
Portuguese inc Brazil	3
Romanian	2
Turkish	1
Urdu	3

Students on roll with SEND – 178

Students on roll receiving free school meals – 206

Students on roll who are black or minority ethnic – 48

Staff on roll by ethnicity	
White and Black Caribbean	1
White - British	113

White - Irish	2
Any other White background	2
Other	3
Refused to give information	2

Staff by Gender

	Teaching Staff	Non-Teaching Staff
Female	49	46
Male	24	13

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 four years.

Objective 1

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

In order to achieve this we will:-

- ensure that systems for the academic and pastoral monitoring of students in receipt of the Pupil Premium are rigorous and robust
- implement intervention strategies, where appropriate, to address the underachievement of students in low income families
- continue to enhance teaching and learning to provide the highest quality first teach experience for 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 Spiritual, Moral, Social, 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
- ensure building facilities support areas for all users including those with protected characteristics

Objective 3

To employ the curriculum and acts of collective worship/assemblies to examine in more depth and breadth the British values and challenge extremism/intolerance and hate through raised awareness, environmental change where appropriate, and effective safeguarding processes.

In order to achieve this we will:-

- continue to develop the Trust's ambitious Spiritual, Moral, Social, Cultural and Citizenship programme to provide additional opportunities to examine the British values and challenge extremism
- regularly address the 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,
- embed robust safeguarding procedures
- develop the school environment, where appropriate and possible, to be more accommodating of those who identify as LGBT+
- address issues of hate crime and intolerance through acts of collective worship and presentation by external agencies

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

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