

**THE HIGHEST  
STANDARDS**

Always set and deliver  
the highest standards:  
never settle for less.

**INVEST TO  
ACHIEVE**

Care about the now;  
create the very best for  
your future.

**EVERYONE IS  
VALUED**

We are unique  
individuals working  
together to be the best.

**NO  
EXCUSES**

Create solutions,  
not excuses.

**NEVER  
GIVE UP**

Resilience is essential;  
self-belief drives  
improvement.

**CULTIVATE YOUR  
CHARACTER**

Qualifications open  
doors; your character  
gets you through them.

## Student Equality Objectives

**At Sir Thomas Wharton Academy, we are passionate about achieving our vision. In order to achieve our vision, we want to ensure that there is equality of opportunity for all at all levels within the Academy. We aim to be an inclusive employee and the Academy of choice for staff and students within our area. In order to do that, we have devised three equality objectives for students.**

**Objective 1:**

Disadvantaged students to make progress in line with their non-disadvantaged peers

**Objective 2:**

Boys to make academic progress in line with girls and above that of the national average

**Objective 3:**

Attendance of disadvantaged students to be in line with their non-disadvantaged peers and above that of the national average

## Objective 1

Disadvantaged students to make progress in line with their non-disadvantaged peers

### Current context and reasons for choosing this objective

#### Number and Percentage of Disadvantaged Students

	Whole School	Year 7	Year 8	Year 9	Year 10	Year 11
% of disadvantaged students	32.3%	31.3%	27.3%	34.8%	37.1%	32.5%
Number of students	333	80	63	63	73	54

#### Academic Data

Cohorts	2019 Nat Av	2019 Results	2023 Nat Av	2023 Results	2024 Nat Av	2024 Results
All	-0.03	-0.53	-0.06	0.07		-0.02
PP	-0.45	-0.96	-0.57	-0.60		-0.26
PP - HA	-	-1.22	-	0.36		-0.26
PP - MA	-	-0.98	-	-0.84		-0.20
PP - LA	-	-0.52	-	-0.62		-0.40
NPP	0.13	-0.39	0.17	0.33		0.08
Boys - All	-0.27	-0.83	-0.21	-0.05		-0.29
Boys - PP	-	-1.22	-0.63	-0.79		-0.73
Boys - NPP	-	-0.92	0.04	0.24		-0.13
Boys - HA	-	-1.08	-0.12	0.24		-0.63
Boys - HA PP	-	-1.30	-	0.26		-1.95
Boys - MA	-	-0.46	-0.19	-0.02		-0.31
Boys - LA	-	-1.22	-0.31	-0.56		0.08
Girls - All	0.22	-0.27	0.10	0.18		0.21
Girls - PP	-	-0.73	-0.39	-0.43		0.06
Girls - NPP	-	-0.11	0.30	0.42		0.29
Girls - HA	-	-1.22	0.13	0.29		-0.25
Girls - HA PP	-	-1.10	-	0.54		-0.04
Girls - MA	-	-0.40	0.12	-0.09		0.47
Girls - LA	-	-0.15	-0.01	0.76		0.10

#### Progress Key

$x \geq 0.25$	$0.25 > x \geq 0$	$0 > x > -0.25$	$-0.25 \geq x > -0.5$	$x \leq -0.5$
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Action	Success Criteria	Responsibility of
A Pupil Premium strategy document to be created and reviewed periodically. Please see PP strategy document for further actions	Disadvantaged students perform in line with their non-disadvantaged peers.	Principal & SLT
A Y11 & Y13 strategy document to be created and reviewed periodically. Please see Y11 & 13 strategy document for further actions	Disadvantaged students perform in line with their non-disadvantaged peers.	Principal, VP, AAVP
A boy's progress strategy document to be created and reviewed periodically (relevant disadvantaged strategies included). Please see the boys' progress strategy document for further actions.	Disadvantaged boys perform in line with their non-disadvantaged peers.	Principal, VP, AAVP
The appointment of a Senior Leader with specific responsibility for the progress of disadvantaged students.	Disadvantaged students perform in line with their non-disadvantaged peers.	Principal, VP, AAVP

## Objective 2

Boys to make academic progress in line with girls and above that of the national average

### Current context and reasons for choosing this objective

#### Number and Percentage of Disadvantaged Students

Gender	Percentage
Male	49.8%
Female	50.2%

#### Academic Data

Cohorts	2019 Nat Av	2019 Results	2023 Nat Av	2023 Results	2024 Nat Av	2024 Results
All	-0.03	-0.53	-0.06	0.07		-0.02
PP	-0.45	-0.96	-0.57	-0.60		-0.26
PP - HA	-	-1.22	-	0.36		-0.26
PP - MA	-	-0.98	-	-0.84		-0.20
PP - LA	-	-0.52	-	-0.62		-0.40
NPP	0.13	-0.39	0.17	0.33		0.08
Boys - All	-0.27	-0.83	-0.21	-0.05		-0.29
Boys - PP	-	-1.22	-0.63	-0.79		-0.73
Boys - NPP	-	-0.92	0.04	0.24		-0.13
Boys - HA	-	-1.08	-0.12	0.24		-0.63
Boys - HA PP	-	-1.30	-	0.26		-1.95
Boys - MA	-	-0.46	-0.19	-0.02		-0.31
Boys - LA	-	-1.22	-0.31	-0.56		0.08
Girls - All	0.22	-0.27	0.10	0.18		0.21
Girls - PP	-	-0.73	-0.39	-0.43		0.06
Girls - NPP	-	-0.11	0.30	0.42		0.29
Girls - HA	-	-1.22	0.13	0.29		-0.25
Girls - HA PP	-	-1.10	-	0.54		-0.04
Girls - MA	-	-0.40	0.12	-0.09		0.47
Girls - LA	-	-0.15	-0.01	0.76		0.10

#### Progress Key

$x \geq 0.25$	$0.25 > x \geq 0$	$0 > x > -0.25$	$-0.25 \geq x > -0.5$	$x \leq -0.5$
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## Action plan

Action	Success Criteria	Responsibility of
A boy's progress strategy document to be created and reviewed periodically. Please see boys progress strategy document for further actions	Boys perform academically in line with girls.	AVP
Target setting processes to be aspirational so that achieving targets would place individual male students in the top 5% nationally.	Boys leave with outcomes that enable them to select an educational setting of their choice.	AVP

### Objective 3

Attendance of disadvantaged students to be in line with their non-disadvantaged peers and above that of the national average

#### Current context and reasons for choosing this objective

Cohort	Total	National Average
<b>Overall Cumulative Attendance</b>		
2024-25 (HT1)	92.00%	92.70%
2023-24	90.20%	90.80%
2022-23	89.90%	90.80%
2021-22	90.30%	91.00%
<b>Disadvantaged Students</b>		
2024-25 (HT1)	86.40%	88.20%
2023-24	84.30%	84.50%
2022-23	84.20%	85.50%
2021-22	85.40%	86.80%
<b>Non-Disadvantaged Students</b>		
2024-25 (HT1)	94.70%	94.40%
2023-24	93.10%	92.80%
2022-23	92.60%	92.70%
2021-22	93.10%	92.60%

## Action Plan

Action	Success Criteria	Responsibility of
A Pupil Premium strategy document to be created and reviewed periodically. Please see PP strategy document for further actions.	Disadvantaged students to attend in line with their non-disadvantaged peers.	Principal & Vice Principal
An attendance strategy document to be created and reviewed periodically. Please see attendance strategy document for further actions.	Disadvantaged students to attend in line with their non-disadvantaged peers.	Principal & Vice Principal