



Wembley
Multi-Academy
Trust

ACHIEVEMENT FOR ALL



EQUALITY OBJECTIVES

Policy reference	WHTC-27
Policy owner	Headteacher
Policy version	0.01
Date updated	November 2025
Approved by	Board of Trustees
Date approved	November 2025
Date of next review	November 2026

1. WMAT policy statement on equality and community cohesion

WMAT is committed to equality and community cohesion.

- We ensure that everyone is treated fairly and with respect.
- We make sure that our schools are a safe, secure and stimulating place for everyone.
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same.
- We recognise that for some students, extra support is needed to help them to achieve and be successful.
- We make sure that people are consulted and involved in our decisions, for example through Staff and Parent Consultations, staff, student and parent surveys and through our Student Councils.
- We make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age, any disability they may have, their ethnicity, colour or national origin, their gender, their gender identity or reassignment, their marital or civil partnership status, being pregnant or having recently had a baby, their religion or beliefs, their sexual identity and orientation.

We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and to foster good relations.

We welcome the emphasis in the Ofsted inspection framework on the importance of narrowing gaps in achievement and removing barriers to learning which affect, amongst others:

- students from certain cultural and ethnic backgrounds
- students who belong to low-income households and students known to be eligible for free school meals
- students who are disabled
- students who have special educational needs
- boys in certain subjects, and girls in certain other subjects.

The following characteristics are protected under Equality Act: age, gender reassignment, being married or in a civil partnership, being pregnant or on maternity leave, disability, race (including colour, nationality, ethnic or national origin), religion or belief, sex, sexual orientation.

2. Responsibilities

One named trustee, Gareth Whiley, Chair of Trustees, takes the lead but the Trustees as a whole are responsible for:

- drawing up, publishing and implementing WMAT equality objectives;
- making sure WMAT complies with the relevant equality legislation; and
- monitoring progress toward equality objectives.

The CEO/Executive Headteacher is responsible for:

- making sure steps are taken to address the schools' stated equality objectives
- making sure that the equality objective and Accessibility Plan are readily available and that the Trustees, staff, students and their parents and guardians know about the equality objectives
- producing regular information for staff and governors about the plans and how they are working
- making sure all staff know their responsibilities and receive training and support in carrying these out
- taking appropriate action in cases of harassment and discrimination.

All staff are responsible for:

- promoting equality and community cohesion in their work;
- avoiding unlawful discrimination against anyone;
- fostering good relationships between groups;
- dealing with prejudice-related incidents;
- being able to recognise and tackle bias and stereotyping;
- taking up training and learning opportunities related to equalities.

We make sure that all staff have due regard to the following in everything that we do:

- 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.

We regularly survey and consult parents, staff and students to make sure they are happy with our provision. Visitors and contractors are responsible for following relevant schools' policies.

Part 1 - Information about the pupil population (November 2025)

1. Number of students on roll: 1558

The Equality Act protects people from discrimination on the basis of 'protected characteristics'. Every person has several of the protected characteristics, so the Act protects everyone against unfair treatment.

Disability

The Equality Act defines disability as when a person has a 'physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day to day activities.'

2. Number of students with EHCPs: 30

There are students at WHTC with different types of disabilities and these include:

- Hearing impairment
- Autistic spectrum
- ADHD
- Moderate Learning Difficulties

Pupil Special Educational Needs (SEND) Provision		
	Number of Students	Percentage (%) of secondary school population
No Special Education Need	1370	88.0%
SEN Support	158	10.1%
EHCP	30	1.9%

3. Ethnic breakdown of secondary school pupils:

Asian or Asian British	Male	Female	Total
Asian - British	32	28	60
Asian - Welsh	0	0	0
Bangladeshi	3	2	5
Chinese	1	0	1
Indian	271	263	534
Pakistani	72	68	140
Any Other Asian Background	134	105	239
Black or Black British	Male	Female	Total
Black - African	60	61	121
Black - British	5	2	7
Black - Welsh	0	0	0
Black Caribbean	11	17	28
Any Other Black Background	5	2	7
Mixed	Male	Female	Total
White and Asian	4	3	7
White and Black African	0	1	1
White and Black Caribbean	3	5	8
Any Other Mixed Background	47	49	96
Any Other Ethnic Group	81	67	148
White	Male	Female	Total
White - British	4	9	13
White - Irish	0	0	0
White - Irish Traveller	0	0	0
Any Other White Background	65	43	108
Gypsy/Roma	0	0	0
Refused	4	6	10
Information Not Yet Obtained	12	13	25

4. Gender

Male	814
Female	744
Gender neutral	0

5. Pregnancy and maternity

Students who are pregnant	0
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6. Religion and Belief

Buddhist	25
Christian	223
Hindu	674
Muslim	511
Sikh	16

No religion	36
Other	23
Refused	27
Not Yet Obtained	32

7. Pupils identifying as a particular sexual orientation: 0

Part 2: Equality Objectives 2025 - 2026

The Equality Act 2010 requires us to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other information. Our equality objectives focus on the areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives.

Equality Objectives
<ol style="list-style-type: none">1. All students maximise their potential in examination results. Ensure that all student groups continue to achieve well above national expectations. Our exam results analysis shows that all groups of students make above nationally expected progress and have done so most recently in summer 2025. We hope to show that we meet this objective in 2025-26.2. To sustain outstanding attendance i.e. 96% overall. To ensure that no particular group in the school is over-represented in the persistent absence statistics thereby ensuring that all students have access to the curriculum. This will be measured by analysis of attendance data. Our attendance levels compared to national remain high. We continue to work on persistent and severe absence which is lower than the national.3. To sustain outstanding behaviour and safety at all key stages and to ensure that permanent exclusions are kept to a minimum and suspensions are used impactfully to improve student behaviour. There has been one permanent exclusion in 2024-25 and one in 2025-26. We continue to monitor our suspension rates and the impact on pupil behaviour.4. All new buildings, refurbishments and facilities will be planned to take account of the needs of all users in respect of equality of access. We will improve disability access to the schools each year as detailed in our accessibility plan.

Part 3: Information about our employees

Staff are employed in the following main groups:

- Teaching Staff
- Support Staff

Age

Age	Under 21	21 -30	31 -40	41- 50	51- 60	61 -70	71 - 79	over 80
Number	0	113	34	16	29	7	2	0
Percentage	0%	56%	17%	8%	14%	3%	1%	0%

Ethnicity and Race

Ethnicity	Male	Female	Total
White - British	26	40	66
White and Asian	2	1	3
White and Black Caribbean	1	0	1
White - Irish	2	1	3
Any Other White Background	4	11	15
Asian - British	3	5	8
Pakistani	2	6	8
Indian	9	24	33
Chinese	2	6	8
Any Other Asian Background	5	10	15
Black - African	3	1	4
Black - British	0	2	2
Black Caribbean	1	3	4
Any Other Black Background	1	3	4
Any Other Ethnic Group	3	21	24
Not Disclosed	2	0	2
Any Other Mixed Background	1	0	1

Disability

	Number	% of staff
Disabled	0	0%
Not given/ not known	0	0%

Gender

	Number	% of staff
Female	134	66.7%
Male	67	33.3%

We do not currently collect data on the sexual orientation, gender reassignment, religion and belief of our employees.