



## Birchwood High School Equality Information & Objectives 2015-16

Birchwood is an 11-18 comprehensive school comprising 1430 students. We are committed to providing equality of opportunity for all members of the school community, whatever their gender (including gender reassignment), age, race, disability, religious beliefs, sexual orientation, marriage and civil partnership status, pregnancy, maternity or paternity, having or not having dependants or background.

### **Disability**

#### **Students**

The student body currently includes 231 students with learning disabilities. Of these, 23 have a physical disability. Disabilities include ASD, ADHD, ADD, Dyslexia, Dyspraxia, Physical disabilities, sensory disabilities, and problems with processing, retention, memory, communication, plus medical conditions such as Diabetes and Epilepsy, ME.

The school is additionally resourced for students with physical disabilities and is very experienced with dealing with students with ASD.

The school is fully accessible.

The curriculum and extra-curriculum activities are accessible to all students with disabilities as appropriate. Teaching staff are proactive in personalising curriculum and extra-curricular activities for students with disabilities.

Forecast Achievement - the progress of students with an identified Special Educational Need or learning disabilities at Key Stage 3 is 31 pts which is equivalent to a 5c in National Curriculum Levels

The progress of students with an identified Special Educational Need or learning disabilities at Key Stage 4 is 35 pts which is equivalent to a 'D' grade at GCSE. The Schools average is 41 which is equivalent to a 'C' grade at GCSE

Fixed term exclusions – 25 students who have been excluded are identified with a Special Educational Need or Disabilities they have averaged 2 days each for 2015-2016. This is compared to 30 students without SEND who have averaged 1.5 days each.

#### **Staff**

There are currently no members of staff with a disability.

### **Looked After Children**

#### **Students**

There are currently three looked after children on roll.

Achievement: there was one looked after children in Year 11 last year and they achieved the national average.

Fixed term exclusions - looked after children did not receive any fixed-term exclusions.

### **Free School Meals (Disadvantaged Students)**

#### **Students**

13% of students are known to be eligible and claiming for free school meals in the past six years.

- In 2015 the achievement of students on free school meals was a capped points score of 273 pts compared to the Non free school meals who achieved 336 pts. The free school meals indicator was in line with national average.
- Fixed term exclusions – 14 students who have been excluded are identified as Disadvantaged they have averaged 2.2 days each for 2015-2016. This is compared to 40 students without Disadvantage who have averaged 1.5 days each.

- The school uses the Pupil Premium Grant to raise the attainment of students on free school meals (see separate report).

## Race

### Students

The ethnic breakdown of student body is shown below:

White/White British	85%
Asian/Asian British	2%
Black/Black British	2%
Other	11%

3% of students have English as an additional language. Over 24 community languages are spoken by students.

In 2015 the achievement of students with English as an additional language was a capped points score of 364 this was significantly above national average and the achievement of pupils with English as a first language was 327 capped points score.

Fixed term exclusions: white/white British students account for 96% of fixed term exclusions.

### Staff

The ethnic breakdown of staff is shown below:

	Teaching Staff	Support Staff
White/White British	89%	91%
Asian/Asian British	2%	3%
Black/Black British	2%	1%
Other	7%	5%

## Religious Beliefs

### Students

- The student body includes members of a wide range of religions and none. The school collect and holds this information when it is supplied by parents/carers on admission (optional).
- Rooms are available for prayers before/after school and during lunchtime.
- The school's dress code is designed to be sensitive to the requirements of all religions.

### Staff:

- The staff includes members of a wide range of religions and none. The school does not routinely collect or hold this information, unless specifically requested by a member of staff.
- The school's absence policy allows time-off for major religious observance days.

## Age

### Students

The school roll includes students from age 11 (year 7) to age 19 (year 13)

Fixed term exclusions: Students in year 11 are overrepresented

### Staff

The age profile of staff is shown below:

Age range	Number of teaching staff	Number of support staff
>-20	1	0
21-30	23	6
31-40	27	12
41-50	22	24
51-60	22	25
61-70	2	3

## **Gender-related**

### ***Students***

The school has 55% boys and 45% girls.

Achievement – In 2015 the capped points score of both boys and girls is: Boys 321 and Girls 338 both significantly above National Average

Fixed term exclusions - male students are overrepresented (or are they equal?)

### ***Staff***

The teaching staff is 67% female and 33% male

The support staff is 81% female and 19% male

## **Sexual Orientation**

### ***Students and staff***

No data about sexual orientation of staff or students is collected or held by the school, unless specifically requested by a parent/carer, student or member of staff.

## **Gender-reassignment**

### ***Students and Staff***

No data is collected or held by the school about gender reassignment in the student or staff population, unless specifically requested by a parent/carer, student or member of staff.

## **Pregnancy, Maternity and Paternity**

### ***Students***

The school works to support continuity of education for pregnant students.

### ***Staff***

The school operates Hertfordshire County Council's policies for maternity leave, paternity leave and flexible working. In the last year:

- 5 members of staff have taken maternity leave
- 1 member of staff has taken paternity leave
- 3 members of staff have requested flexible working (reduced hours) of which 2 were granted with one decision pending.

## **Marriage & Civil Partnership**

### ***Students***

- No data is collected by the school about parents/carers marital status, apart from the titles and names given for home contacts and information about whether letters home and reports are to be sent to two addresses, unless specifically requested by a parent/carer or student.

### ***Staff***

- No data is collected or held by the school about the marital status of members of staff, apart from titles and names given on application forms and emergency contacts, unless specifically requested by the member of staff.
- The school's absence policy allows time-off with pay for events such as marriages and civil partnerships.

## **Equal Opportunity Incidents**

The school records and acts upon all incidents which contravene its Equal Opportunities Policy. In the academic year 2014-15, there were eight reported incidents, which were all dealt with in accordance with the

school's student disciplinary procedures. In terms of benchmarking, this is a low % for a school with 1460 students and 205 employees.

### **Equality Objectives**

- To close the gap to less than the national average in English and Maths between non disadvantaged students and disadvantaged students.
- As a co-educational provider, to market the school so the current imbalance between boys and girls is reduced to the national average.
- To monitor and track our GCSE percentage to ensure the 2015 results, where boys outperformed girls, was the exception rather than the rule.