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**Legally Required Report**  
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## Birchwood High School Equality Information & Objectives 2016-17

Birchwood is a comprehensive school comprising 1389 students aged 11 to 19. 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 266 students with learning disabilities. Disabilities include ASD, ADHD, ADD, dyslexia, dyscalculia, dyspraxia, sensory disabilities, and problems with processing, retention, memory and communication. Also, 36 have a physical disability which includes dyspraxia, hearing impairments, sight impairments plus medical conditions such as diabetes, epilepsy and Chronic Fatigue Syndrome (CFS). Some students may have both learning and physical disabilities.

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-curricular 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			
	Target Ave Points	Forecast Ave Points	All Forecast Ave Points
Year 7	4	3.9	5
Year 8	4.2	4.3	5.2
Year 9	3.7	3.6	5
Year 10	4.4	4.4	5.3
Year 11	4.2	3.8	5.1

In Year 7, 8 and 9 the Average is taken from English, Maths and Science

In Year 10 and 11 the Average is taken from All Subjects

Fixed term exclusions – 16 students who have been excluded are identified with a Special Educational Need or Disabilities have averaged 1.38 days each for 2016-2017. This is compared to 24 students without SEND who have averaged 1.38 days each. Discrepancies between groups of students are investigated and appropriate action where possible.

#### 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 GCSE grades above his target grades and went to Further Education College

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 2016 the progress of students on free school meals was				
	Attainment 8	National Attainment 8	Progress 8	National Progress 8
FSM	41.73	52.53	-0.69	0.00
Non FSM	51.79	52.72	-0.02	0.00

- Fixed term exclusions – 19 students who have been excluded are identified as Disadvantaged and they have averaged 1.4 days each for 2016-2017. This is compared to 29 students without Disadvantage who have averaged 1.39 days each. Discrepancies between groups of students are investigated and appropriate action where possible.
- 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 2016 the progress of students with English as an additional language was				
	Attainment 8	National Attainment 8	Progress 8	National Progress 8
EAL	50.68	49.50	0.68	0.00
Non EAL	49.71	49.50	-0.19	0.00

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	96%	97%
Asian/Asian British	2%	1.5%
Black/Black British	1%	0%
Other	1%	1.5%

## 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).
- 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	0	3
21-30	21	6
31-40	24	10
41-50	22	20
51-60	22	28
61-70	2	3

### **Gender-related**

#### **Students**

The school has 53% boys and 47% girls.

In 2016 the progress of students by gender was				
	Attainment 8	National Attainment 8	Progress 8	National Progress 8
Male	48.44	47.26	-0.19	0.00
Female	51.79	51.83	-0.12	0.00

Fixed term exclusions - of the 47 students excluded in 2016-17, 8 were female and 39 were male.

#### **Staff**

The teaching staff is 66% female and 34% male

The support staff is 80% female and 20% 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/carers, 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/carers, 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:

- 6 members of staff have taken maternity leave
- 2 members of staff has taken paternity leave
- 2 members of staff requested flexible working (reduced hours) both of which were granted.

### **Marriage & Civil Partnership**

#### **Students**

Equality Information & Objectives

- 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 2015-16, there were ten 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 1400 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 2017 GCSE and A-Level results are analysed for Gender / SEND / Disadvantage / Race variation
- To ensure that we apply fairness and equality to all aspects of school life for both our students and staff