



Birchwood High School Annual Equality Report 2019-20

Birchwood is a comprehensive school comprising 1354 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 dependents or background.

Disability

Students

The student body currently includes 234 students with learning disabilities. Disabilities include ASD, ADHD, ADD, dyslexia, dyscalculia, sensory disabilities, and problems with processing, retention, memory and communication. Also, 24 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 Need or learning disabilities				
	Target Average Points SEN	End of Year Average Points SEN	Target Average Points (all)	End of Year Average Points (all)
Year 7	4.3	3.8	5.3	4.6
Year 8	3.9	3.6	4.7	4.4
Year 9	3.8	3.7	4.7	4.8
Year 10	3.7	3.9	4.6	5.0
Year 11	4.0	3.8	4.9	4.8

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 – 36 students who have been excluded are identified with a Special Educational Need or Disabilities have averaged 1.2 days each for 2019-2020. This is compared to 46 students without SEND who have averaged 1.3 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 4 looked after children on roll.

Achievement: there was one looked after children in Year 11 last year and they achieved GCSE grades at her target grades and gained access into the Sixth Form to study A-Levels

Fixed term exclusions - looked after children did not receive any fixed-term exclusions for 2018-19

Free School Meals (Disadvantaged Students)

Students

7% of students are known to be eligible and claiming for free school meals in the past six years.

	Attainment 8	Progress 8
FSM	41 (4.1 on FFT)	-0.50
Non FSM	49 (4.9 on FFT)	-0.17

- Fixed term exclusions – 28 students who have been excluded are identified as Disadvantaged. This is compared to 54 students without Disadvantage for 2019. 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	84%
Asian/Asian British	2%
Black/Black British	2%
Other	12%

9% of students have English as an additional language. In total, 25 languages are spoken by students.

	Attainment 8	Progress 8
EAL	38 (3.8 on FFT)	-0.23
Non EAL	49 (4.9 on FFT)	-0.20

Fixed term exclusions: white/white British students account for 82% of fixed term exclusions.

Staff

The ethnic breakdown of staff is shown below:

	Teaching Staff	Support Staff
White/White British	72%	94%
Asian/Asian British	1%	2%
Black/Black British	1%	0%
Other	26%	4%

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)

Staff

The age profile of staff is shown below:

Age range	Number of teaching staff	Number of support staff
<20	0	13
21-30	18	11
31-40	33	6
41-50	29	28
51-60	10	36
61-70	5	13

Gender-related

Students

The school has 53% boys and 47% girls.

	Attainment 8	Progress 8
Male	47 (4.7 on FFT)	-0.47
Female	51 (5.1 on FFT)	+0.10

Fixed term exclusions - of the 80 students excluded in 2019-20, 18 were female and 62 were male.

Staff

The teaching staff is 60% female and 40% male

The support staff is 77% female and 23% 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:

3 members of staff have taken maternity leave

2 member of staff has taken paternity leave

1 member of staff requested flexible working (reduced hours) both of which were granted.

Marriage & Civil Partnership

Students' families

- 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 2018-19, there were 7 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 1357 students and 172 employees.

Equality Objectives

- To further 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 2020 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