**LITTLE HEATH SCHOOL EQUALITY STATEMENT 2019-2020**

**The following information is published each year:**

* **Information about our school population**
* **Our due regard for equality and how we promote community cohesion**
* **Our current Equality objectives**

**INFORMATION ABOUT THE SCHOOL POPULATION 2019-2020**

**Number of students on roll at the school: 1638**

***data is given for Y7-Y11 – 1271 students***

**Information on students by protected characteristics**

The Equality Act protects people from discrimination on the basis of “protected characteristic

cs. Every person has some of the “protected characteristics” so the Act is designed to protect everyone.

Disability

The Equality Act 2010 defines disability as *a physical or mental impairment that has a ‘substantial’ and ‘long-term’ negative effect on your ability to do normal daily activities.*

Number of students with SEN/D:

|  |  |  |
| --- | --- | --- |
|  | Number of students | Percentage of school population |
| No Special Education Need and/or disability | 1149 | 90% |
| SEN/D support | 100 | 8% |
| Statement | N/A | N/A |
| Education,Health and Care Plan | 22 | 2% |

STUDENTS WITH ENGLISH AS AN ADDITIONAL LANGUAGE

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Boys  | Girls | Total  | Percentage of school population |
| Number of students who speak English as an additional language  | 56 | 53 | 109 | 8.8% |

LOOKED AFTER CHILDREN

|  |
| --- |
| 7 |

OTHER VULNERABLE GROUPS:

|  |
| --- |
| Service Children: 3 |

Ethnicity

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Main categories | Micro categories  | Male | Female | Total  |
| White British | English  | 437 | 458 | 895 |
| 6White other  | Gypsy/Roma |  |  |  |
| Irish | 2 | 3 | 5 |
| White Western European | 2 | 0 | 2 |
| Other White  | 23 | 24 | 47 |
| Asian and Chinese  | Indian  | 19 | 18 | 37 |
| Bangladeshi/Pakistani  | 32 | 26 | 58 |
| Chinese  | 3 | 0 | 3 |
| Other Asian  | 9 | 10 | 19 |
| Black Carribean  |  | 3 | 5 | 8 |
| Black African | Other Black African | 7 | 8 | 15 |
| Other Black | 31 | 28 | 59 |
| Black and White Carribean  |  | 19 | 23 | 42 |
| Mixed Ethnicity  | White and Black African | 4 | 4 | 8 |
|  | White and Asian | 14 | 5 | 19 |
|  | Other mixed | 20 | 16 | 36 |
| Other  |  | 6 | 8 | 22 |
| Total  |  | 639 | 632 | 1271 |

RELIGION AND BELIEF

|  |  |
| --- | --- |
| Buddhist  | 2 |
| Christian | 636 |
| Hindu | 16 |
| Muslim | 113 |
| Sikh | 8 |
| Jewish | 2 |
| No religion | 385 |
| Other religion  | 26 |
| Unknown | 83 |

**OTHER INFORMATION ON THOSE WITH PROTECTED CHARACTERISTICS**

It is not appropriate for Little Heath School to collect information about some of the protected characteristic such as gender identity or sexuality. Little Heath School recognises that there may be equality issues for gay, lesbian and bisexual students as well as those who are transgender.

**STAFF DEMOGRAPHICS**

Ethnicity

|  |  |
| --- | --- |
| White, British | 139 |
| White, Irish | 5 |
| White, any other white background | 7 |
| Asian or Asian British | 0 |
| Asian or Asian British, Indian | 3 |
| Asian or Asian British, Pakistani  | 0 |
| Chinese  | 1 |
| Mixed  | 3 |
| Mixed, White and Black Carribean | 2 |
| Not obtained | 5 |

Did not wish to be recorded 1

Gender

|  |  |
| --- | --- |
| Male | Female |
|  45 |  77 |

Disability

|  |
| --- |
| 0 |

Age

|  |  |
| --- | --- |
| 20-29 years old | 23 |
| 30-39 years old | 45 |
| 40-49 years old | 48 |
| 50-59 years old | 39 |
| 60+ | 11 |

Sensitive information on some staff with protected characteristics

We currently do not collect information from employees in relation to some protected characteristics, such as gender identity and sexual orientation. However we are aware that there may be equality issues for gay, lesbian and bisexual staff, as well as those who are undergoing or who have undergone a reassignment of their gender.

**HOW DOES LITTLE HEATH SCHOOL HAVE DUE REGARD FOR EQUALITY?**

The information provide below aims to show that Little Heath School gives careful consideration to equality issues as a natural part of what we do in school.

|  |
| --- |
| Admission arrangements  Anti Bullying Policy Accessibility PlanBehaviour PolicyEquality PolicyEquality CouncilEmployment practice & employment statementMonitoring, recording and tackling of incidents related to “protected characteristics” Multi Faith RoomPupil Premium monitoring & interventions “Ramadan room” during RamadanSEN/D PolicySRE PolicyStudent Rights and Responsibilities document Work of our Inclusion team |

|  |
| --- |
| **Little Heath School seeks to eliminate discrimination and other conduct that is prohibited by the Act by:**  |
| * Being a welcoming, open and inclusive community where everyone is valued
* Promoting tolerance and respect - and challenging discrimination – through assemblies and tutor time
* logging and monitoring of incidents relating to nine protected characteristics
 |

|  |
| --- |
| **Little Heath School advances equality of opportunity between people who share a protected characteristic and people who do not share it by:** |
| * being an inclusive school community, which respects each and every individual member. School events, such as praise assemblies, reflect and celebrate the diversity of our community.
* Aiming high for all students and promoting values of tolerance and respect
* paying due regard to the principles and the spirit of the Equality Act with regard to recruitment, selection and employment.
* Monitoring of Pupil Premium students & intervention
* the personalised support and interventions by Inclusion Dept
* Keeping up to date with advice from Stonewall and others
* LHS has contributed to nationwide publication “Equality: Making It Happen”
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|  |
| --- |
| **Little Heath School fosters good relations across all characteristics - between people who share a protected characteristic and people who do not share it by:** |
| * the manner in which we deal with any prejudice related incidents
* the Praise and Rewards offered to all students
* how students participate in decision making and how they take responsibility
* including in our LHS definition of bullying (written by students) a specific mention of particular characteristics
* being a Stonewall Schools Champion
* Curriculum work which increases understanding and promotes tolerance and respect
* Charity work
* establishment of an Equality Council
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**LITTLE HEATH SCHOOL EQUALITY OBJECTIVES 2016-2019**

* To reduce the incidence of use of discriminatory language by students
* To establish an Equality Council and use assemblies and tutor time to raise awareness of equality issues and foster good relationships in school between those who have a protected characteristic and those who do not.
* To increase attainment amongst all groups of students, including in particular those with a protected characteristic.
* To increase the membership of vulnerable students in extra curricular activities and, in this way, reduce or remove any inequalities in opportunity

***Little Heath School values each student and is committed to the success and progress of every individual. Equality of opportunity is at the heart of our values as a school – every individual will be encouraged and supported to aim high both academically and in their personal development.***