

## LITTLE HEATH SCHOOL EQUALITY STATEMENT 2023-2024



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 2023-2024

Number of students on roll at the school: 1682

*data is given for Y7-Y11 – 1327 students*

#### Information on students by protected characteristics

The Equality Act protects people from discrimination on the basis of “protected characteristics. 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	1110	83.6
SEN/D support Statement	194	14.6
Education, Health and Care Plan	23	1.8

## STUDENTS WITH ENGLISH AS AN ADDITIONAL LANGUAGE

	Boys	Girls	Total	Percentage of school population
Number of students who speak English as an additional language	71	54	125	9.4

## LOOKED AFTER CHILDREN

7
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## OTHER VULNERABLE GROUPS:

Service Children: 0
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## Ethnicity

Main categories	Micro categories	Male	Female	Total
White British	English	443	441	884
6White other	Gypsy/Roma	0	0	0
	Irish	4	1	5
	White Western European	4	0	4
	Other White	20	17	37
Asian and Chinese	Indian	22	28	50
	Bangladeshi/Pakistani	32	24	56
	Chinese	3	6	9
	Other Asian	11	12	23
Black Caribbean		1	2	3
Black African	Other Black African	14	9	23
	Other Black	14	18	32
Black and White Caribbean		27	21	48
Mixed Ethnicity	White and Black African	9	5	14
	White and Asian	16	13	29
	Other mixed	24	32	56
Other		38	16	54
Total		682	645	1327

## RELIGION AND BELIEF

Buddhist	3
Christian	467
Hindu	22
Muslim	113
Sikh	10
Jewish	2
No religion	445
Other religion	66
Unknown	199

## **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	4
White, any other white background	8
Asian or Asian British	1
Asian or Asian British, Indian	4
Asian or Asian British, Pakistani	1
Chinese	0
Mixed	1
Mixed, White and Black Caribbean	1
Not obtained	16

### Gender

Male	Female
44	131

### Disability

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## Age

20-29 years old	24
30-39 years old	44
40-49 years old	49
50-59 years old	40
60+	18

## 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

Accessibility Plan

Behaviour Policy (includes Anti Bullying Policy)

Equality Policy

Diversity group and LHS Pride+ group

Employment practice & employment statement

Monitoring, recording and tackling of incidents related to “protected characteristics”

Pupil Premium monitoring & interventions

Prayer space open to all faiths

SEN/D Policy

RSE Policy & Personal Development curriculum

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
- Spreading kindness to all and celebrating success of all
- 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.
- Our school wide strategy for Disadvantaged students - monitoring of DA students & intervention
- The support given by our PP Progress Leader
- the personalised support and interventions by Inclusion Dept
- Keeping up to date with advice from national organisations

**Little Heath School fosters good relations across all characteristics - between people who share a protected characteristic and people who do not share it by:**

- promoting our school ethos of “spreading kindness”
- 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
- curriculum work which increases understanding and promotes tolerance and respect
- charity work
- Diversity group and LHS Pride+ group
- Cultures Day and Cultural Appreciation Evening
- Tutor work and assemblies

***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.***