

Equality Information and Objectives 2018-19

At Pinner High School, we are committed to providing equality of opportunity for all members of the school community whatever their age, disability, gender (including gender reassignment), marriage and civil partnership status, pregnancy, maternity or paternity, having or not having dependants, race, religion or belief, sexual orientation or background.

1. Age

Students

The school roll currently includes students from age 11 (Year 7) to age 14 (Year 9). There are 494 students on roll.

The school is growing by one year group every year with 180 places in each year group. There will be 250 spaces in the Sixth Form, which will admit its first students in September 2021. In addition to the mainstream provision, there are 12 spaces for students with autistic spectrum disorder.

Staff

The age profile of current staff is shown below:

Age Range	No. teaching staff	No. non-teaching staff
>=20	0	0
21-30	14	7
31-40	13	9
41-50	4	15
51-60	0	4
61-70	0	0
Over 70	0	0

2. Disability

Students

The school has students with a range of disabilities including those with special educational needs. All staff are responsible for meeting the needs of these students. The Inclusion Team keeps detailed records of the needs of these students and closely monitors progress of students with disabilities together with Heads of Year, Heads of Department, Senior Leaders and teachers.

The school is additionally resourced for 12 students with autistic spectrum disorder. There are currently 8 students in the provision.

Almost all of the space currently used by the school is accessible by wheelchair, via a combination of lift and mobile ramps. There is an accessible disabled toilet available. The staffroom is the only part of the school which is not currently accessible.

Staff

The school does not routinely collate information on staff with disabilities. Where this information is provided the school works with the member of staff to ensure their needs are met.

3. Sexual Orientation and Gender Reassignment

Students and Staff

The school does not collect information on the sexual orientation of students. Were it to be communicated to the school regarding a student, it would be recorded in the child's file and confidentiality would be maintained.

The school includes a voluntary question on the staff job application form regarding sexual orientation of staff. Where this data is provided, confidentiality is maintained.

No data is collated by the school about gender reassignment relating to students or staff.

4. Ethnicity

Students

The ethnic breakdown of the student body is shown below:

	%
Asian/Asian British	40%
White/White British	26%
Mixed	14%
Black/Black British	5%
Other	14%

45% of students have English as an additional language

Staff

The staff includes members of various ethnicities. The school includes a voluntary question on the staff job application form regarding ethnicity but does not currently collate the answers.

5. Religion or Belief

Students

The student body includes members of a wide range of beliefs and none. The school collects and holds this information when it is supplied by parents/carers on admission (optional).

A room is available for prayers and reflection during the school day.

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 beliefs and none. The school includes a voluntary question on the staff job application form regarding religious belief. Where this data is provided, confidentiality is maintained.

The school's absence policy allows time off with pay for major religious observance days for all faiths.

6. Gender

Students

The school has 46% girls and 54% boys.

Staff

The teaching staff is 81% female and 19% male.

The non-teaching staff is 80% female and 20% male.

7. Marriage and Civil Partnership

Students

No data is collected or held 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 the 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 marriages and civil partnerships.

8. Pregnancy, maternity and paternity

Students

The school is committed to continuity of education for pregnant students.

Staff

The school operates the collective Harrow Academies' policies for maternity leave, paternity leave and flexible working (reduced hours). Since September 2016:

- No members of staff have taken maternity leave
- 2 members of staff have taken paternity leave

9. Free School Meals and Pupil Premium

7.5% of students are known to be eligible for free school meals.

17% of students are known to be eligible for Pupil Premium.

Fixed term exclusions: since September 2016, 54% of the students that received a fixed term exclusion were eligible for Pupil Premium funding. The school is employing a number of strategies to reduce this, including outreach support and mentoring.

The school has a fund to provide financial support for Pupil Premium students for items such as uniform, trips and music.

10. Looked after Children

There are currently 3 looked after children on roll.

11. Exclusions and Incidents

Since September 2016 there has been 1 permanent exclusion.

The school records and acts upon all incidents which contravene its Equal Opportunities Policy via a mixture of sanctions, restorative sessions and parent involvement. Since September 2016 the number of such incidents has been very small.

12. Equality Objectives 2018-2019

Students

- Maintain excellent achievement of all groups of students through high expectations and appropriate interventions where necessary, with particular focus on vulnerable students.
- Maintain high standards and expectations of student behaviour, including ensuring that incidences of discriminatory behaviour are reported and acted upon promptly.
- Reduce the number of fixed term exclusions, with particular focus on pupil premium students.

Staff

- Maintain high standards and expectations of inclusive behaviour and language of all members of staff.