

Equality Information and Objectives

September 2021

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 17 (Year 12). There are 1,006 students on roll.

The school has grown by one year group every year with 180 places in year groups 7 to 11. There are 250 spaces in the Sixth Form, 125 each in years 12 and 13. 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	1
21-30	29	14
31-40	23	13
41-50	16	24
51-60	4	16
61-70	0	4
Over 70	0	0

*Headcount, not FTE

2. Disability

Students:

The student body includes 39 students with EHCPs. There are a wide range of disabilities including physical, visual and hearing impairment and autistic spectrum disorders.

The student body includes a further 99 students coded as SEN support.

The school is additionally resourced for students with autistic spectrum disorder. There are currently 14 students in the provision.

The SEND breakdown of the student body is shown below:

- Education, Health and Care Plan (EHCP) 4.4% (compared to 2% nationally)
- SEND Support 11.1% (compared to 11.5% nationally)

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.

Almost all of 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:

	%
Any Other Asian Background	12
Any Other Black Background	1
Any Other Ethnic Group	3
Any Other Mixed Background	6
Any Other White Background	5
Bangladeshi	1
Black African	2

Black Caribbean	3
Chinese	0
Indian	26
Information not yet obtained	2
Pakistani	5
Refused	6
White British	20
White and Asian	4
White and Black African	1
White and Black Caribbean	3

54% 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. Sex

Students:

The school has 47% girls and 53% boys in years 7 to 12.

Staff:

The teaching staff is 78% female and 22% male.
The non-teaching staff is 82% female and 18% 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). In the past year:

- 4 members of staff have taken maternity leave
- 1 members of staff have taken paternity leave

9. Free School Meals and Pupil Premium

11% of students in years 7 to 11 are known to be eligible for free school meals and 17% of students are known to be eligible for Pupil Premium.

- Absence for disadvantaged students during the 2020/21 academic year was higher than the whole school average of 4.7%. This is a priority for the school. The average for all students nationally is 5% (outside of covid times).

- Fixed term exclusions: 52% of students who received a fixed term exclusion were eligible for disadvantaged students' funding in the 2020/21 academic year. The total number of fixed term exclusions was small.

The school uses its Pupil Premium funding in line with ESFA guidelines. Please refer to the full Pupil Premium report on the school website for further information.

10. Looked after Children

There is currently 1 looked after child on roll.

11. Exclusions and Equal Opportunity Incidents

Since September 2016 there have been 7 permanent exclusions.

The school records and acts upon all incidents which contravene its Equal Opportunities Policy via a mixture of sanctions, restorative sessions and parent involvement.

12. Equality Objectives 2021-22

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.