PINNER
HIGH SCHOOL

Equality Information and Objectives as at September 2023

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, sex, sexual orientation or background.

1. **Age**
Students

The school roll currently includes students from age 11 (Year 7) to age 18 (Year 13). There are 1142 students on roll.

There are 180 places in year groups 7 to 11 and 250 spaces in the Sixth Form. 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	2
21-30	24	10
31-40	29	9
41-50	16	22
51-60	5	28
61-70	0	6
Over 70	0	1

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.

Almost all of the space at school is accessible by wheelchair, via a combination of lift and ramps. There are accessible disabled toilets available. The staffroom and a single upstairs classroom and basement plant rooms are the only parts of the school which are not currently accessible. Alternative staff recreation spaces and workspaces are available. The school has recently been refurbished by the Department for Education (this completed in September 2021) and thus meets applicable accessibility requirements.

<u>Staff</u>

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. **Ethnicity**

<u>Students</u>

The ethnic breakdown of the student body is shown below:

	%
Indian	30
Pakistani	6
Bangladeshi	1
Chinese	1
Any other Asian background	13
White - British	19
White - Irish	0.09
White and Asian	4
Gypsy / Roma	0.09
Traveller of Irish Heritage	0.09
Any other White background	7
White and Black African	0.5
White and Black Caribbean	1
Black - African	3
Black - Caribbean	1

Any other Black background	1
Any other ethnic group	3
Any other mixed background	5
Information not yet obtained	1
Refused	3

43% 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 and we also send a voluntary staff survey out in advance of the Department for Education staff census.

Religion or Belief

Students

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

A room is designated 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 religions and 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.

Sex

Students

The school has 48% girls and 52% boys

Staff

The teaching staff is 80 % female and 20 % male.
The non-teaching staff is 86% female and 14 % male.

Gender Identity, Gender Reassignment, Sexual Orientation

Students and Staff

The school does not collect data on gender identity, gender reassignment or sexual orientation about staff or students although there is a voluntary question on staff job application forms about sexual orientation. .

4. **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

The school includes a voluntary question on the staff job application form. 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.

5. **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:
● 11 members of staff have taken maternity leave
● 3 members of staff have taken paternity leave

6. **Free School Meals and Pupil Premium**

9% of students are known to be eligible for free school meals.
10% of students are known to be eligible for Pupil Premium.

Fixed term exclusions: since September 2016, 44% 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, music, study resources.

7. Looked after Children

There are currently 4 looked after children on roll.

8. Exclusions and Incidents

Since September 2016 there have been 8 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. Since September 2016 the number of such incidents has been very small.

9. Equality Objectives 2023/24

Promote Inclusive Education:

- Ensure that the curriculum is inclusive, representative, and accessible to all students, regardless of their gender, race, ethnicity, abilities, or socio-economic background.
- Implement teaching practices that accommodate diverse learning styles and abilities to ensure every student has an equal opportunity to succeed.

Prevent Discrimination and Bullying:

- Develop and enforce anti-bullying policies that explicitly prohibit discrimination, harassment, and victimisation based on any characteristic such as race, gender, sexual orientation, disability, or religion.

Foster a Diverse and Inclusive School Community:

- Celebrate diversity by organising events and initiatives that promote understanding, appreciation, and respect for various cultures, religions, languages, and backgrounds within the school community.
- Encourage student and staff representation from diverse backgrounds in decision-making bodies and leadership roles to ensure diverse perspectives are considered.