

Single Equality Scheme

Appendix 1: 2017-18 (accurate as of March 2018)

As a result of the Public Sector Equality Duty the school publishes the following information about staff and students.

Staff	
Age	17 years – 30 years : 25 31 years – 49 years : 61 49 years + : 59
Gender	145 in total, with 98 female and 46 male colleagues
Salaries	Males and females are paid equally for doing similar work
Promoted Posts (SLT & Directors)	5 females and 2 males are on School Leadership Team 4 females and 5 males are Directors
Part-time	All requests for part-time work are considered. There are currently two part-time teachers, both covering maternity leave. At the present time we have no job-share but we would consider this should a request be made.
Disability	Should we have staff with disabilities we would endeavour to make all reasonable adjustments to enable them to do their job properly. Currently no member of staff has reported that they have a disability.
Gender Re-assignment	None

Students	
Age	11-18 years old
Gender	478 females and 542 males with no significant imbalance in any year group.
Ethnicity	76 Students other than White British
Religion	251 No Religion/Not Declared, 555 Christian (includes Anglican, Methodist and Roman Catholic), 15 Muslim, 3 Buddhist, 3 Hindu, 1 Sikh, 16 Other Religion. Students who request a place for prayer are accommodated and families requesting time off school for Religious festivals have such requests viewed sympathetically.
SEND (Special Educational Needs & Disabilities)	71 students
FSM (Free School Meal)	176 students currently listed (In care – 5, Service children – 11)
Pupil Premium Students	192 students 'ever 6' listed
EAL (English as an Additional Language) (2016)	KS5 – Year 13 – 2 students out of 67 Year 12 - 5 students out of 56 With such a small number of students no meaningful analysis of examination results can be made. KS4 – Year 11 – 3 students out of 158
Gender Re-assignment	None
Attainment (2017)	<ul style="list-style-type: none"> - At GCSE 66% students achieved a grade 4+ in English and mathematics - Attainment 8 was 47.38 - Progress 8 was -0.36 - 20% of the cohort achieved the English Baccalaureate at

	<p>grade 5 or above</p> <ul style="list-style-type: none"> - 71% of disadvantaged students gained a grade 4+ in English and mathematics - Girls progress is better than boys - Year 13 students had a 99% pass rate, with a positive value-added score of 0.1.
Curriculum	<p>All students have access to a broad and balanced curriculum and make choices at appropriate times based on clear information, advice and guidance (IAG).</p> <p>All students have equal access to all aspects of the curriculum, including PE, Sport, Food Tech etc. Through PSHCE, R.E and the work of the STEM (Science, Technology, Engineering and Maths) Ambassador gender stereotyping is challenged. The Student Experience Provision 'Maps' provide further information.</p>
Sub-Group and Achievement	<p>The progress made by vulnerable students, as identified by Ofsted in the 'Evaluation Schedule for maintained schools and academies', is closely monitored and is in line with expectations. This monitoring includes the use of the Pupil Premium Grant.</p>
Destinations	<p>Destinations of students from Year 11 in 2016, provisional as of September 2016, is as follows:</p> <ul style="list-style-type: none"> • 94% stayed within full-time education – of these 39% entered our Sixth Form; 55% went to other sixth forms / FE colleges. • 0% went into full-time employment or the Armed Forces. • 4% are on Apprenticeships. • 2% are NEET. <p>Year 13, as of September 2016:</p> <ul style="list-style-type: none"> • 62% of our Sixth Form went on to Higher Education. • 12% progressed onto Further Education courses or training. • 12% progressed to Apprenticeships. • 7% entered employment (including those employed while on Gap Years). • 7% are taking 'Gap Years' (listed as Gap Year with no present employment).