

**St Wilfrid’s RC College**

# Equality information and objectives (Public Sector Equality Scheme Statement for Publication)

**Public Sector Equality Duty**

The Equality Act 2010 replaced all previous discrimination law. It has simplified the law and extends protection from discrimination in some areas.

School and Academies must adhere to the following:

* Protection against discrimination is extended to pupils who are pregnant or who have recently given birth, and pupils who are undergoing gender reassignment;
* It is now unlawful for employers to ask health related questions of applicants before job offer, unless the questions are specifically related to an intrinsic function of the work;
* New positive action provisions will allow schools to target disadvantage experienced by pupils with particular protected characteristics;
* It is now unlawful to victimise a pupil for anything done in relation to the Act by a sibling or parent;
* The Act will extend the reasonable adjustments duty to require schools to provide auxiliary aids and services to disabled pupils;
* The previous specific duties on schools have been combined into the new Public Sector Equality Duties (PSED); and
* There is a requirement to have an Access Plan to improve access for disabled pupils.

**Protected characteristics:**

It is unlawful for a school to discriminate by treating individuals less favourably because of their:

* Sex
* Race
* Disability
* Religion or belief
* Sexual orientation
* Gender reassignment
* Pregnancy/maternity
* Age
* Marriage/civil partnership

Children and young people under the age of 18 have limited protection under the Age characteristic. It is lawful to treat people differently because of their age in circumstances where the law allows, or requires, people to be treated differently because of their age.

## St Wilfrid’s RC College Profile

St Wilfrid’s RC College is an 11-18 Faith school that receives students with a wide range of physical, educational, emotional and spiritual needs. It is a comprehensive academy serving nine parishes in South Shields, Jarrow and the surrounding area. The proportion of pupils who have an education, health and care plan is below the national average. The proportion of pupils in receipt of support for their SEN and/or disabilities is in line with national average. The proportion of pupils who are eligible for free school meals is in line with the national average. The proportion of pupils for whom English is an additional language is below the national average.

Data relating to staff characteristics is as at 7th January 2021.

## Protected Characteristics: Sex

|  |  |  |
| --- | --- | --- |
|   | Boys  | **Girls**  |
| Year 7  | 114  | 134  |
| Year 8  | 107  | 137  |
| Year 9  | 111  | 114  |
| Year 10  | 114  | 116  |
| Year 11  | 105  | 79  |
| Year 12  | 21  | 48  |
| Year 13  | 43  | 37  |

## Protected Characteristic: Religion/Belief

|  |  |  |
| --- | --- | --- |
|   | **Number**   | **Percentage**   |
| Roman Catholic  | 425  | 33.18%  |
| Other  | 856  | 66.82%  |
| TOTAL  | 1281  | 100%  |

***Catholic Education Service Census – January 2021***

## Protected Characteristic: Disability

|  |  |  |
| --- | --- | --- |
|   | **St Wilfrid’s RC College**   |  **Nationally**   |
| Total pupils on roll  | 1281  | 3,343,780  |
| Pupils with a statement of special educational needs (SEN) or education, health and care (EHC) plan  | 1.37%  | 4.4%  |

***Schools Performance tables:*** [***(****www.compare-school-performance.service.gov.uk/find-a-school-in-england****)***](http://www.compare-school-performance.service.gov.uk/find-a-school-in-england)

**Protected Characteristic: Race**

## Years 7 – 11

|  |  |  |
| --- | --- | --- |
| **Ethnicity\***   | **Years 7 - 11**   | **Years 12 - 13**   |
| **White -**  British  | 87%  | 90%  |
| **White - I**rish | 0.17%  | 0%  |
| **White** – Any other background  | 3.27%  | 2%  |
| **Asian** – Bangladeshi  | 2.56%  | 2.6%  |
| **Asian** – Indian  | 0.79%  | 0.66%  |
| **Asian** – Pakistani  | 1.23%  | 1.33%  |
| **Asian** – Any other background  | 1.06%  | 1.33%  |
| **Black** – African  | 2.03%  | 0.66%  |
| **Black -** Carribean | 0.17%  | 0%  |
| **Black** – Any other background  | 0.35%  | 0.66%  |
| **Dual -** Any other background | 0.79%  | 0.66%  |
| **Any other ethnic group**   | 0.53%  | 0%  |
| **Refused**   | 0%  | 0%  |

***Catholic Education Service Census – January 2021 1131 150***

## Protected Characteristic: Staff Pregnancy/Maternity

|  |  |  |
| --- | --- | --- |
| **Number of staff**   | **Pregnant**   | **Maternity**   |
| 125  | 1  | 5  |

## Protected Characteristic: Sexual Orientation

No data about the sexual orientation of pupils, parents or staff is collected or held by the school. Were it to be communicated to the school regarding a pupil, it would be recorded in the child’s affective file.

## Protected Characteristic: Marriage and Civil Partnership

When information about changes in marital status or home circumstances is communicated to school, it is recorded in SIMS.

No data is collated by the school about staff or parents’ marital status, apart from names given for home contact and information about whether letters home or reports are to be duplicated and sent to two addresses.

**Protected Characteristic: Gender Reassignment**

No data is collected by the school about gender reassignment and the pupil or staff population.

## Staff by Occupational Group and Gender

Where employees hold more than one contract with the School they have only been included once in the figures below in the post in which they have more contracted hours.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|   |  | **M**  | **ale**   |   | **Female**   |
|   | **Number**   |  | **Percentage**   | **Number**   |   | **Percentage**   |
| Leadership  | 5  |  |   |  3  |   |
| Teaching (incl. TLRs)  | 16  |  | 16%  |  25  | 25%  |
| Teaching Assistant  | 0  |  | 4%  |  3  | 3%  |
| Admin  | 0  |  | 7%  |  11  | 16%  |
| Site, Catering  | 2  |  | 3%  |  17  | 18%  |
| TOTAL  |   | 35%  |   | 65%  |

|  |  |  |  |
| --- | --- | --- | --- |
|   |  **M** | **ale**   |  **Female**   |
|   | **Number**   | **Percentage**   | **Number**   | **Percentage**   |
| Gender  |  35  | 28%  |  90  | 72%  |
| Disability  |  -  | -  |  -  | -  |

## Staff by Religion

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Number of staff**   | **Roman**  **Catholic**   | **Christian**   | **Anglican**   | **Methodist**   | **Islam**  | **No**  **religion**   | **Other** **religion**   | **Not collected**   |
| 125  | 43  | 20  | 24  | 3  | 1  | 28  | 1  | 5  |

## Staff by Ethnicity

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Number of staff**   | **White British**   | **White, any other White background**   | **Asian or Asian British, Indian**   | **Chinese**   | **Not obtained**   |
| 125  | 120  | 2  | 1  | 2  | 0  |

## Collecting and analysing equality information for pupils at St Wilfrid’s RC College

St Wilfrid’s RC College is an inclusive school and we aim to use the curriculum and learning to encourage all individuals to fulfil his potential. We collect and analyse the following equality information for our pupils: • Attainment levels;

* Attendance levels;
* Exclusions (internal and external);
* Participation in extra-curricular activities & school visits; and
* Behaviour incidents (Including Racist Incidents).

## Collecting and analysing equality information regarding employment and Governance at the St Wilfrid’s RC College

St Wilfrid’s RC College is committed to providing a working environment free from discrimination, victimisation and harassment where staff are valued for their ability and skill to provide the best opportunities for pupils. We aim to recruit an appropriately qualified workforce that is representative of all sectors of the community in which we work. We collect the following profile information for our staff:

* Applicants for employment;
* Staff profile;
* Attendance on staff training events; • Disciplinary and grievance cases; and
* Performance Management.

## Equality Objectives

The following equality Objectives have been identified:

* to increase understanding between religious and ethnic groups;
* to promote British Values and implement the Prevent Duty; and
* to anticipate the needs of incoming pupils including as traveller children, disabled Children and children with English as an Additional Language.

## Review

Equality information will be updated annually and published on the Academy web site. Progress against Equality Objectives will be reviewed by the Local Governing Body annually and updated every 4 years.