



OUR LADY & ST. BEDE

CATHOLIC ACADEMY

EQUALITY INFORMATION AND OBJECTIVES (PUBLIC SECTOR EQUALITY SCHEME STATEMENT FOR PUBLICATION) January 2018

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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 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)
- 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
- Marriage and 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.

School Content

Stockton-on-Tees is a diverse borough located in over 20,000 hectares at the heart of the Tees Valley. It comprises an urban and rural environment with a number of towns and villages, each with its own distinctive characteristics, including Billingham, Stockton, Thornaby, Ingleby Barwick and Yarm. The area has a population of 187,100 (up from 175,300 in 1991) and records the largest population increase of the Tees Valley Boroughs over the last twenty years; this rise is projected to continue and population trends suggest a total population of 189,200 by 2016. Despite having some of the most populous urban centres in the Tees Valley, the population growth figures are unevenly balanced across the area; with growth being driven in the south of the borough, and particularly within the Ingleby Barwick community. Projections show that the resident population will age sharply in the next ten years; this will be coupled with a decline in the number of children being born in households in the area. By 2021 the population of working age will account for only 59% of

total population down from 63% in 2005. The overall growth disguises these significant shifts in the population structure. Across the Stockton-on-Tees' communities there is a wide social and economic mix, with areas of significant disadvantage situated alongside areas of affluence. Whilst 15% of the borough's population live within the top 20% of the most affluent areas nationally, 34% of the resident population live in the 20% of the most deprived areas nationally. Some 2.8% of the population is made up of Black and Minority Ethnic communities (an increase of 1.2% from 1991) and the area is culturally diverse with over 70 languages spoken within the borough.

Our Lady and St Bede Profile

Our Lady and St Bede is an 11-16 Faith school that receives students with a wide range of physical, educational, emotional and spiritual needs. Our Lady and St Bede RC School is smaller than the average-sized secondary school. The proportion of students known to be eligible for support through the pupil premium is above the national average. The pupil premium provides additional funding for children in local authority care, those whose parents are in the forces and those known to be eligible for free school meals. Most students are of White British heritage, although some minority ethnic groups are represented, the largest of which is students of Asian heritage. A few students speak English as an additional language and of these a small minority are at the early stages of learning the language. The proportion of students identified with special educational needs and supported through school action is below average. The proportion of students supported at school action plus or with a statement of special educational needs is slightly above average. There is a specially resourced provision for students with special educational needs.

Basic Characteristics for Pupils

Whole school context in 2016/17



Our Lady & St. Bede Catholic Academy

URN: 141370 LAESTAB: 8084006

Phase of education: Secondary
Headteacher: Chris Hammill
Pupils: 739
Gender: Mixed
Special needs provision:

Local authority: Stockton-on-Tees
Admissions policy: Comprehensive (secondary)
Ages: 11-16
Denomination: Roman Catholic

School level trends

2017 Quintile

Bottom 20% Top 20%
 Q5 Q4 Q3 Q2 Q1

% girls

	2015	2016	2017	2017 Quintile				
School	-	48	49	■	■	■	■	■
National	50	50	50	■	■	■	■	■

% eligible for FSM at any time during the past 6 years

School	-	32	32	■	■	■	■	■
National	29	29	28	■	■	■	■	■

% of pupils first language not/believed not to be English

School	-	7	6	■	■	■	■	■
National	15	16	16	■	■	■	■	■

% of pupils with SEN support

School	-	8.6	10.4	■	■	■	■	■
National	12.4	11.0	10.7	■	■	■	■	■

% of pupils with a SEN statement or EHC plan

School	-	1.9	1.9	■	■	■	■	■
National	1.8	1.7	1.7	■	■	■	■	■

School deprivation indicator

School	-	0.3	0.3	■	■	■	■	■
National	0.2	0.2	0.2	■	■	■	■	■

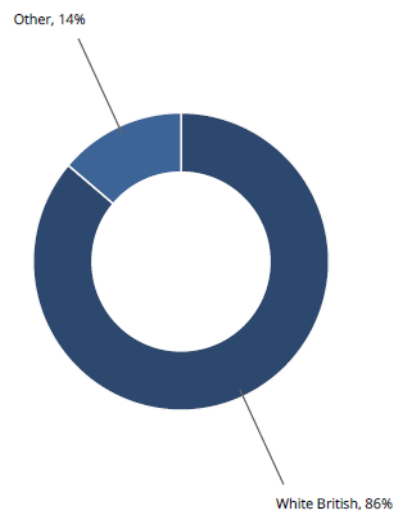
Number on roll

School	-	688	739	■	■	■	■	■
National	945	944	959	■	■	■	■	■

Schools details as of 3 January 2018

Ethnicity

This school has 16 of the 17 ethnic groups. Those with 5% or more are shown in the pie chart below.



Analyse School Performance based on validated 2017 data

Protected Characteristics: Sex - Pupils

NC Year Group	Number on Roll	% Boy/Girl
7	182	51 / 49
8	153	47 / 53
9	153	51 / 49
10	135	54 / 46
11	116	56 / 44
School Total	739	51.4 / 48.6

Spring School Census January 2017

Protected Characteristic: Religion/Belief - Pupils

	Total	Roman Catholic		Other	
		No	%	No	%
Male	395	177	45%	218	55%
Female	420	199	47%	221	53%
Total	815	376	46%	439	54%

Catholic Education Service Census January 2018

Protected Characteristic: Disability - Pupils

The data on the primary needs of pupils with SEN met by School Action Plus or a statement, are obtained from the School Census.

Main SEN Type	SEN Support	Statement/ EHC plan
Specific Learning Difficulty	10	0
Moderate Learning Difficulty	19	
Severe Learning Difficulty	0	0
Profound & Multiple Learning Difficulty	0	0
Social, Emotional and Mental Health	5	
Speech Language and Communication	6	0
Hearing Impairment	0	0
Visual Impairment		0
Multi-Sensory Impairment	0	0
Physical Disability		
Autistic Spectrum Disorder	28	6
SEN support but no Specialist Assessment		0
Other Difficulty/Disability	4	
School Total	77	14
Percentage of school roll	10.4	1.9

Spring School Census January 2017

Protected Characteristic: Race - Pupils

Ethnic group	School %	National Secondary %
White		
British	86.2	69.5
Irish		0.3
Traveller of Irish heritage		0
Romany or Gypsy	1.5	0.2
any other White background	1.5	5.1
Mixed		
White & Black Caribbean		1.4
White & Black African	0.5	0.6
White & Asian	1.2	1.2
any other mixed background	0.9	1.8
Asian or Asian British		
Indian	0.7	2.9
Pakistani		4.2
Bangladeshi	0.0	1.8
any other Asian background	3.1	1.8
Black or Black British		
Caribbean		1.3
African	2.8	3.6
any other Black background		0.7
Chinese		
		0.4
Any other ethnic group		
		1.7
Parent/pupil preferred not to say	0.0	1.5
Ethnicity not known	0.0	
First language		
English	94.0	83.5
Other	6.0	16.2
Unclassified	0.0	0.3

Spring Schools Census January 2017

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 the schools affective file. Any changes to contact details are recorded on 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.

2017 Key Stage 4 Overall Scores for Progress 8 and Attainment 8 by pupil group

Breakdown	Cohort	Overall Progress 8		Cohort	Overall Attainment 8	
		School	National Benchmark		School	National Benchmark
All pupils	111	0.68	-0.03	116	53.58	46.02
Male	61	0.58	-0.24	65	50.29	43.40
Female	50	0.81	+0.18	51	57.76	48.72
Disadvantaged	29	0.50	-	30	45.85	-
Other	82	0.75	+0.11	86	56.27	49.51
Ever 6 FSM	29	0.50	-	30	45.85	-
Children looked after	2	█	█	█	█	█
SEN with statement or EHC plan	4	0.34	-	4	34.25	-
SEN support	9	0.72	-	9	47.22	-
No SEN	98	0.69	+0.06	103	54.88	49.17
On roll in years 10 and 11	109	0.70	-0.01	112	54.09	46.50
English first language	105	0.65	-	107	53.97	-
English additional language	6	1.28	-	9	48.89	-
Prior Attainment: Low overall	12	0.52	-0.17	12	27.83	22.27
Prior Attainment: Middle overall	50	0.74	-0.02	50	48.12	40.71
Prior Attainment: High overall	49	0.66	0.00	49	67.27	60.25

Analyse School Performance based on validated 2017 data

2017 Key Stage 4 English and mathematics achievement by pupil group

Breakdown	Cohort	% achieving grade 5 or above in English and mathematics		% achieving grade 4 or above in English and mathematics	
		School	National Benchmark	School	National Benchmark
All pupils	116	59	42	77	63
Male	65	54	39	69	60
Female	51	67	45	86	67
Disadvantaged	30	37	-	60	-
Other	86	67	49	83	71
Ever 6 FSM	30	37	-	60	-
Children looked after	2	■	■	■	■
SEN with statement or EHC plan	4	25	-	25	-
SEN support	9	22	-	67	-
No SEN	103	64	47	80	70
On roll in years 10 and 11	112	60	43	77	64
English first language	107	61	-	79	-
English additional language	9	44	-	56	-
Prior Attainment: Low overall	12	0	2	0	9
Prior Attainment: Middle overall	50	44	24	76	54
Prior Attainment: High overall	49	92	76	98	92

Analyse School Performance based on validated 2017 data

2017 Key Stage 4 English Baccalaureate (EBacc) achievement by pupil group

Breakdown	Cohort	% achieving EBacc at grade 5/C or above		% achieving EBacc at grade 4/C or above		% entering the EBacc	
		School	National	School	National	School	National
All pupils	116	18	21	18	24	23	38
Male	65	6	17	6	19	11	33
Female	51	33	25	33	29	39	44
Disadvantaged	30	7	-	7	-	13	-
Other	86	22	25	22	28	27	43
Ever 6 FSM	30	7	-	7	-	13	-
Children looked after	2	■	■	■	■	■	■
SEN with statement or EHC plan	4	25	-	25	-	25	-
SEN support	9	0	-	0	-	0	-
No SEN	103	19	24	19	27	25	42
On roll in years 10 and 11	112	19	22	19	24	24	39
English first language	107	18	-	18	-	23	-
English additional language	9	22	-	22	-	22	-
Prior Attainment: Low overall	12	0	0	0	1	0	8
Prior Attainment: Middle overall	50	4	8	4	10	14	29
Prior Attainment: High overall	49	39	43	39	45	41	58

Analyse School Performance based on validated 2017 data

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.

	Male		Female	
	Number	Percentage	Number	Percentage
Leadership	3	3.23	2	2.15
Teaching (Inc. TLRs)	10	10.75	31	33.33
Teaching Assistants	2	2.15	8	8.60
Admin	3	3.23	17	18.28
Site, Cleaning, Catering	2	2.15	15	16.13
Total	20	21.51	73	78.49

	Male		Female	
	Number	Percentage	Number	Percentage
Gender	21	22.58	72	77.42
Disability	0	0.00	0	0

Staff by Religion

Number of Staff	Roman Catholic	Christian	Church of England	Methodist	No Religion	Not collected	Other Religion
93	28	10	9	1	0	45	0

Staff by Ethnicity

Number of Staff	White British	White Irish	White, any other White Background	Not obtained
93	88	0	3	0

Protected Characteristic: Staff Pregnancy/Maternity

Number of Staff	Pregnant	Maternity
93	0	0

Collecting and analysing equality information for pupils at Our Lady and St Bede

Our Lady and St Bede is an inclusive school and we aim to use the curriculum and learning to encourage all individuals to fulfil his or her 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
- Behaviour incidents (Including Racist Incidents)

Collecting and analysing equality information regarding employment and Governance at the Our Lady and St Bede

Our Lady and St Bede 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
- Performance Management

Equality Objectives

The following equality Objectives have been identified:

- to narrow the gap in performance of boys
- to narrow the gap in performance between Disadvantaged and non-Disadvantaged students
- to increase participation by ASD students in all aspects of school life including after school activities
- to anticipate the needs of incoming pupils from a new group

Review

Equality information will be updated annually and published on the College web site. Progress against Equality Objectives will be reviewed by the Local Management Board annually and updated every 4 years.