



Birchwood High School
Annual Equality Report
2022/23

Birchwood is a comprehensive school comprising 1430 students aged 11 to 19. We are committed to providing equality of opportunity for all members of the school community, whatever their gender (including gender-reassignment), age, race, disability, religious beliefs, sexual orientation, marriage and civil partnership status, pregnancy, maternity or paternity, having or not having dependents or background.

This report covers a number of important criteria, alongside summary statistics:

Equality Information 2022-23: Students

Age: Birchwood High School is a 11-18 single academy trust. This means we enrol students at the age of 11. All students continue with their education up until 16. The Sixth Form is an academic level 3 provider. Students are required to achieve specific GCSE grades to continue which results in around 50% of students staying on and 50% leaving to study at FE College. The school works hard to ensure that CEIAG is unbiased and appropriate to need. As a result, our target each year is for 0% NEETs.

Gender: 660 students are female (46.2%) and 770 are male (53.8%) – the school will not report on the number of trans or non-binary students but is proud of its support and education in terms of equality which was judged to be outstanding in June 2018.

Free school meals

11.7% of students are known to be eligible for free school meals. This is below the national average (22.3%). The school has a dedicated Pupil Premium fund to provide additional financial support for families for items such as uniform, trips and music lessons. The school prioritises Pupil Premium students in the classroom and this had led to the gap between disadvantaged and non-disadvantaged students closing pre-Covid. This gap has widened post-Covid and the school is re-prioritising.

Ethnicity

Birchwood High School welcomes and celebrates having students from all cultures and ethnicities and has a large number of students from minority ethnic groups. Some of our students have refugee status.

Ethnicity	Enrolment	% of Total
White - British	1111	77.9%
White Other	136	9.6%
White and Asian	20	1.4%
White and Black Caribbean	20	1.4%
Any Other Mixed Background	17	1.2%
Black - African	12	0.8%
Any Other Asian Background	11	0.8%
Chinese	11	0.8%
Any Other Ethnic Group	10	0.7%
Indian	10	0.7%

Bangladeshi	7	0.5%
White and Black African	7	0.5%
Ukrainian	7	0.5%
Hong Kong Chinese	6	0.4%
Turkish	5	0.4%
White - Irish	4	0.3%
Egyptian	3	0.2%
Other Mixed Background	3	0.2%
White - Northern Irish	3	0.2%
Black Caribbean	2	0.1%
Gypsy / Roma	2	0.1%
Latin/ South/ Central American	2	0.1%
Pakistani	2	0.1%
Any Other Black Background	1	0.1%
Any Other White Background	1	0.1%
Black - Nigerian	1	0.1%
Iranian	1	0.1%
Italian	1	0.1%
Kosovan	1	0.1%
Portuguese	1	0.1%
Turkish/ Turkish Cypriot	1	0.1%

SEND

The school is proud of its highly inclusive intake. There are currently 18.2% of students with SEND support and 2.2% with an EHCP. This is in line with national averages. The school has a dedicated SEND Centre (PLC) but the majority of students are taught in mainstream lessons supported by an LSA where applicable.

Disabilities range from Physical Disabilities to Speech, Language and Communication Needs. All staff are responsible for meeting the needs of these students.

Year Profiles

The number of students, the %FSM, SEND and EHCP are detailed below:

Year	NOR	%FSM	SEND	EHCP
7	231	43	67	5
8	267	47	57	6
9	239	30	48	3
10	234	26	43	9
11	228	18	56	7
12	123	9	12	0
13	101	4	6	0
Total	1423	177	289	30

Sexual Orientation and Gender Reassignment

The school does not collect information on the sexual orientation of students. Were it to be communicated to the school regarding a pupil, it would be recorded in the child's file and confidentially maintained. No data is collated by the school about gender reassignment.

Religion

The school does not have a religious determination. RE and its focus on World Religions is taught to all students at Key Stage 3 and it is an option subject at GCSE and A-Level. Assemblies focus on moral and ethical themes. Assemblies at different times of the year celebrate many religious festivals.

Marriage and civil partnership

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.

Attendance

Historically attendance has been above national averages (95.3%). For 22/23, attendance has averaged 91% which is similar to national averages. This lower figure has been affected by Covid and Winter Flu.

Exclusions and incidents

There was one permanent exclusion in 21/22 and two permanent exclusions over the last 5 years.

Equality Information 2022-23 – Staff

Birchwood High School employs 91 teachers and 78 non-teachers.

Ethnicity:

No data has recently been collected or held by the school about the ethnicity of the staff.

Sex:

	M	F
Teachers	37	54
Support Staff	20	58

Disability:

There are no members of staff that are registered as having a disability.

Sexual Orientation and Gender Reassignment:

In general, no data is collected or held by the school about sexual orientation or gender reassignment in the staff population.

Religion:

The staff includes members of a wide range of religions and beliefs (including no religion or belief). The school does not routinely collect or hold this information, unless specifically requested by a member of staff. The school's absence policy allows time-off for major religious observance days for all faiths.

Marriage and civil partnership:

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.

Pregnancy, maternity and paternity:

The school operates the council's policies for maternity leave, paternity leave and flexible working (reduced hours). All pregnant staff have a meeting to assess their individual needs and steps are taken to ensure these are met.

In 2022/23, 2 people have started maternity leave during this academic year.

In 2022/23 there was 3 people who took paternity leave. There are no further planned paternity leaves yet to be taken so far this year.