

Public Sector Equality Duty	[,] Intormation.	. 2020-21
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5 October 2021 Ruth Perfitt



Equality Information

We maintain confidentiality and work to the principles set out in the General Data Protection Regulations (GDPR) to protect personal data. We publish information in a way so that no student or staff member can be identified. This data is accurate as of September 2021.

Protected Characteristic	Staff
Age	The school complies with its equalities
	duties in this regard.
Disability	1.83% of staff have a recorded
	disability. We ensure reasonable
	adjustments are made where
	appropriate.
Gender Reassignment	We are committed to supporting any
	staff member towards gender
	reassignment.
Marriage and civil partnerships	The school complies with its equalities
	duties in this regard.
Pregnancy & Matternity	The school complies with its equalities
	duties in this regard.
'Race'/ Ethnicity	Our current staff profile is:
	White British- 73.3%
	Unknown/Not Declared- 17.4%
	Asisan British- Pakistani- 3.6%
	Black British Any Other Background-
	1.8%
	Asian British-Indian- 0.9%
	Black British Carribean- 0.9%
	Mixed white and Asian- 0.9%
	Other-0.9%
Religion & belief/no belief	Our current staff profile is:



	Unknown/Not Specified- 76.1%
	Christian-15.6%
	No religion- 5.5%
	Muslim-2.75%
Gender *We are looking at adjusting the	Our current staff profile is:
catergories availble to staf in the next	Female- 83.5%
round of data collection	Male-16.5%
Sexual Orientation	We are committed to supporting all staff
	members of all sexual orientations

Protected Characteristic	Pupils
Age	Our pupils range in age from 4-16
Disability	Reasonable adjustments are made
	where appropriate.
Gender Reassignment	We are committed to supporting any
	pupil towards gender reassignment
Language spoken at home	Our pupil profile compromises:
	English- 73.0%
	Non Specified- 21.5%
	Panjabi- 2.4
	Kurdish- 1.8
	Bulgarian- 0.6%
	Czech- 0.6%
	Urdu- 0.6%
SEND	All pupils have an EHCP.
'Race'/ Ethnicity	Our pupil profile compromises:
	White British- 73.0%
	Asisan British Pakistani-8.6%
	Mixed- White and Asian- 4.9%
	Mixed- Whilte and Black Carribean-
	4.3%
	Aisian British Indian- 1.8%



	Black British-African- 1.8%
	Other Mixed Background-1.8%
	Mixed White and Black Affrican- 1.2%
	White, Any Other Background- 1.2%
	Any Other Asian Background- 0.6%
	Other Ethnic Group-0.6%
Religion & belief/no belief	Our pupil profile compromises:
	None Specified- 36.8%
	No Religion- 28.2%
	Christian- 19.6%
	Muslim- 10.4%
	Catholic- 2.5%
	Islam- 1.2%
	Other- 0.6%
	Sikh- 0.6%
Gender *We are looking at adjusting the	Our current pupil profile is:
catergories availble to staf in the next	Male- 72.4%
round of data collection	Female- 27.6%
Sexual Orientation	We are committed to supporting all staff
	members of all sexual orientations

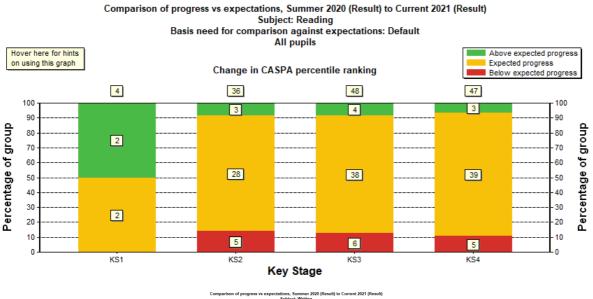
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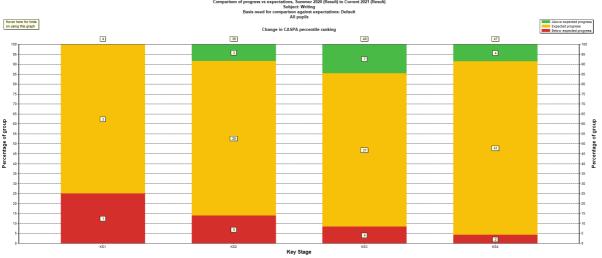


Attainment Analysed by Protected Groups for 2020-21

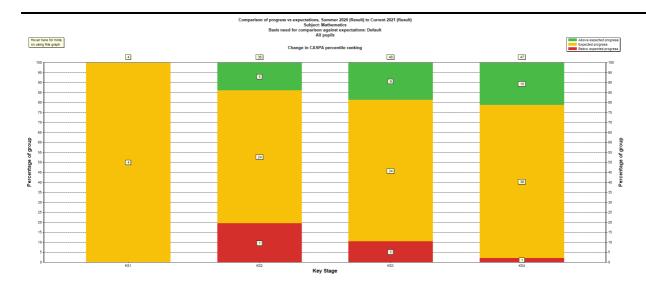
Due to the small cohort sizes of some groups of pupls with different characteristics it is hard to draw accurate statistical information. This needs to be considered when analysing the following information.

Progress by Age (Key Stage)



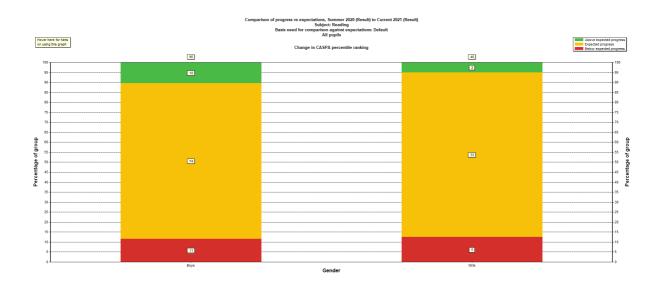




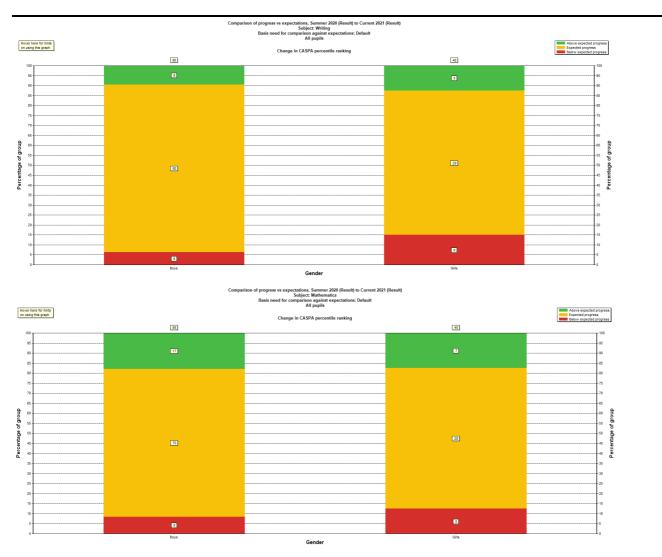


Progress in Reading is comparative between the different age groups but older pupils make better progress than younger pupils.

Progress by Gender



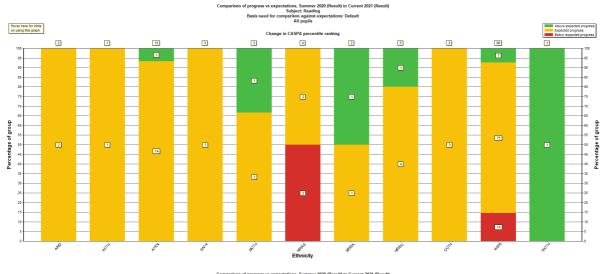


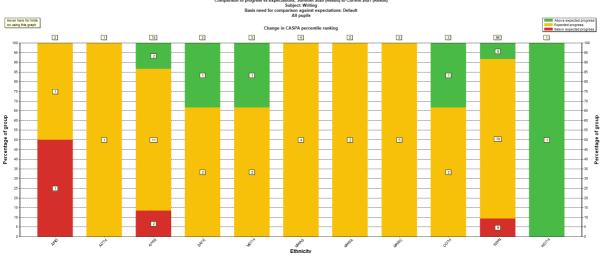


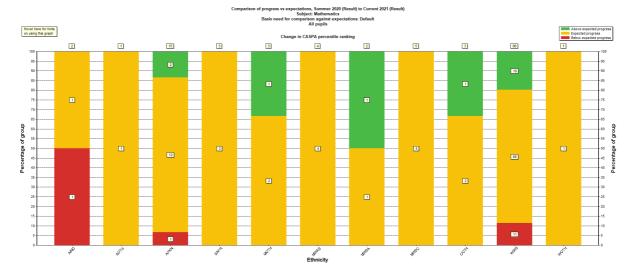
There are less girls than boys, which may affect the comparative results. The information seems to show that girls make slower progress then boys, particularly in writing.



Progress by Ethinc Group



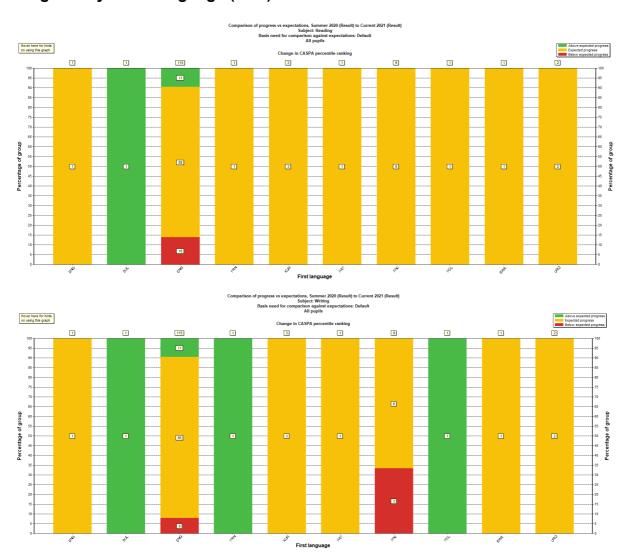




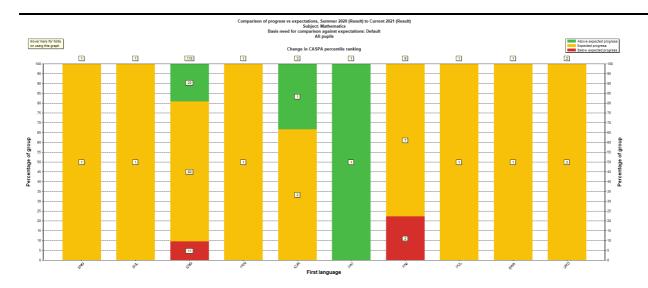


The groups aren't statistically comparable due to the number of pupils in some groups. As a broad stroke analysis, there do not seem to be any overarching patterns across ethnic groups or subjects.

Progress by First Language (EAL)



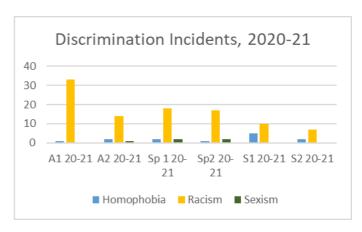




The groups aren't statistically comparable due to the number of pupils in some groups. As a broad stroke analysis, there do not seem to be any overarching patterns across first language or subjects.

Reporting of Discriminatory Incidents in 2020-21

Southgate School is completely opposed to all types of bullying and discrimination. It is entirely contrary to our nurturing values and ethos. Staff are committed to ensuring comprehensive support is always provided to everyone involved. A detailed report is produced every week to ensure that all actions are taken speedily.



We work closely with families and provide high levels of intervention to eliminate this behaviour over time. The actions taken are highly personalised for each child and based on their levels of understanding, their communication skills and their social and emotional needs. Both our formal and semi-formal curricula explicitly teach pupils the skills to communicate their emotions, to value diversity and seek help with any negative relationships they encounter. The number of all incidents reduced across the 2020-21 academic year. We have the high expectations of eliminating all discriminatory behaviours and do not tolerate any incidents.



We have carefully considered and analysed the impact of this policy on equality and
the possible implications for pupils or staff with protected characteristics, as part of ou
commitment to meet the Public Sector Equality Duty (PSED) requirement to have due
regard to the need to eliminate discrimination, advance equality of opportunity and
foster good relations.