

Equality Report

A key part of our Public Sector Equality Duty relates to:

- Eliminating discrimination and other conduct prohibited by the Equality Act
- Advancing equality of opportunity between people who share a protected characteristic and people who do not share it
- Fostering good relations across all characteristics – between people who do share a protected characteristic and people who do not

Our ethos, values and policies across the school ensure that we meet this criteria. The following report provides further details regarding our school characteristics and our Equality Objectives.

Pudsey Grangefield is a large 11-18 secondary school, located in Pudsey with 1137 students. A summary profile of students can be seen below:

	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Year 13	Total	%
Pupil numbers	210	196	194	195	199	73	70	1137	
Male	48% 101	48% 95	51% 99	49% 96	48% 96	37% 33	42% 42	562	47%
Female	52% 109	52% 101	49% 95	51% 99	52% 103	44% 40	28% 28	575	49%
PP	26.2% 55	28.0% 55	26.3% 51	26.7% 52	26.1% 52	20.6% 15	20.6% 15	285	25%
In Care		2	1	3	1		1	8	
SEN	4.8% 10	8.2% 16	6.2% 12	7.7% 15	6.0% 12	4.1% 3	4.3% 3	71	6.20%

Ethnicity

Pudsey Grangefield welcomes and celebrates having students from all cultures and ethnicities.

Gender

In Years 7-11 there are approximately 50% girls and boys. In the sixth form there are 7 more girls than boys in Year 12 (21%), but in Year 13 this trend is reversed and there are 50% more boys than girls (42% boys, 28% girls).

Disability

Students with additional needs including those who could be classed as disabled are identified at transition from primary school and are monitored closely by the SENCO, Director of Studies and Year Leaders. We have a care suite, access to a number of disabled toilets and lifts. The student support register and individual pupil profiles contain specific advice and guidance to staff about the needs of these students. We currently have one student in school in a wheelchair.

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 confidentiality would be maintained. No data is collated by the school about gender reassignment.

Religion

The year group religious profile can be seen below. The majority (324) of students who state their religion are Christian (28% of the school, or 81% of students who associate with any religion). We also have 1 Buddhist, 5 Hindu and 38 Muslim students. 42% of families have not shared their faith background with the school and 23% state they have no religion. There is a Prayer Room made available for students to use during break and lunchtimes and the school canteen caters for many dietary requirements. Students all study Religious Studies as a discrete subject in Key Stage 3 and continue to cover aspects in PSHE and immersion days in key stage 4. This covers all major world religions and promotes cohesion between students of different faiths. Assemblies at different times of the year

celebrate many religious festivals. Muslim students and parents have been contacted directly regarding Ramadan, which takes place during the exam season this year. Nominated staff members are supporting students who are fasting.

	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Year 13	Year 14	Total
Buddhist						1			1
Christian	63	58	20	54	78	21	29	1	324
Hindu	1			1	2	1			5
Muslim	7	3	4	11	8	4	1		38
No Religion	59	60	10	38	51	17	20	3	258
Other Religion	1	6	1		5		1		14
Refused	1								1
Sikh	2	4			6	2	1		15
(blank)	76	65	160	91	49	27	10	4	482
Grand Total	210	196	195	195	199	73	62	8	1138

Free school meals

9.76 % of students are known to be eligible for free school meals. The school has a fund to provide financial support for families for items such as uniform, trips and equipment.

Pupil Premium

25% of students are known to be eligible for Pupil Premium (compared to 27.2% nationally). The school receives a grant as part of its funding to support Pupil Premium students. Information regarding how much funding is received, how it is allocated and its impact is published on an annual basis.

Attendance

Students' attendance is 94.5% which is in line with the national average. It is closely monitored and analysed in order to target individuals who need support in improving their attendance. Additional strategies have been implemented this academic year which are impacting on improving attendance. Persistent absenteeism is below students nationally at 13.2%. An attendance bus now collects PA students on a daily basis. As a result, PA has fallen from 16.7% in a year. Pupil premium students have disproportionately high levels of persistent absenteeism (PP 29.3%). Strategies are in place to address this.

Exclusions and incidents

There has been only one permanent exclusion at Pudsey Grangefield in the last four academic years – this compares with a national average of two per year. The number of fixed term exclusions is in line with the national average. The school records and acts upon all incidents which contravene its Equal Opportunity Policy. There have been a very small number of incidents where the school's equality policy has been breached by students. Sanctions and restorative sessions have been swift and efficient and have involved parents where appropriate.

Attainment

There were no significantly underachieving ethnic groups. Students of all ethnicities achieved record breaking results in 2018 at KS4.

Equality objectives:

- Improve the progress of boys in English
- Ensure that girls are encouraged to tackle subjects and consider careers in STEM

