

## Public Sector Equality Duty (PSED) 2026-27

|                    |         |                     |                |
|--------------------|---------|---------------------|----------------|
| <b>DRAFTED BY:</b> | JHI     | <b>STATUS:</b>      | Statutory      |
| <b>APPROVED:</b>   | 10/2026 | <b>LEVEL:</b>       | Co-Headteacher |
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### 1. Our Equality Aims & Commitments

- 1.1. Our vision is to be 'Outstanding in Every Respect' through the constant drive for excellence across the school.
- 1.2. To be equitable for all students, we aim to provide a great education for every student every day and will treat everyone in the school community with dignity and respect. We will strive to ensure that every student has access to the right resources at the right moment in their educational journey and irrespective of any protected characteristics listed at 2.2 and including ethnicity, language, nationality/immigration status, disability, family background or family financial situation.
- 1.3. We aim to ensure that our students are:
  - Successful learners that are cared for in a happy, safe, challenging and rich learning environment
  - Autonomous and resilient learners who strive for excellence and fulfil their potential both educationally and personally
  - Offered a rich range of academic, creative and sporting opportunities, within an environment that recognises our long history and established traditions
  - Responsible citizens, with the skills, knowledge and understanding to contribute to society and to their community
  - Well-mannered, considerate, ambitious and confident young men ready to enjoy success in the world of work and leisure.
- 1.4. At Isleworth & Syon School we have a strong commitment to fairness and equality in everything that we do. We aim for every student to achieve their full potential whatever their background or personal circumstances. This includes our work with students through:
  - The curriculum
  - Our assembly and PSHE programme
  - The pastoral support that we provide
  - Our extensive range of extra-curricular activities and
  - How we engage with our students each and every day.
- 1.5. Our school aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:
  - Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
  - Advance equality of opportunity between people who share a protected characteristic and people who do not share it
  - Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

- 1.6. We are committed to a whole school approach to equality and human rights education and we support the Equality and Human Rights Commission (EHRC) statements:

*"An equality and human rights education is an essential part of high quality teaching and learning. The topical and real-life nature of the subjects can help schools to deliver a balanced, relevant curriculum that helps students to make sense of the wider world."*

*"To reap the full benefits of equality and human rights education, it is essential to teach the topics in an environment which respects the rights and differences of both students and teachers. Without an equality and human rights culture within the classroom and school as a whole, learning about these topics can at best appear irrelevant, and at worst, hypocritical."*

*"Educating students about equality and human rights empowers your students with learning they can use far beyond the classroom - in fact they will take it out into the school corridors and playground, into their homes and beyond into the wider community. The respect and tolerance it teaches will help you and your students to create a healthier, happier, fairer school culture, and could lead to reductions in bullying and other negative behaviour, and improvements in attainment and aspirations."*

[Ref: Why teach equality and human rights? - EHRC 16 May 2016]

## 2. Our Equality Duty

- 2.1. The duty applies to all students, staff and other members of the community who use the school facilities. We will give relevant and proportionate consideration to the PSED when considering our provision.

- 2.2. Protected characteristics under the Act are:

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Age (only applicable to staff, not students)
- Marriage and Civil Partnerships (only applicable to staff, not students).

Age, marriage and civil partnership are not protected characteristics within the school's provisions for students.

- 2.3. Our school will have due regard to advancing equality of opportunity including making a clear and consistent commitment to:

- Minimise or eliminate disadvantages suffered by person or persons who share a relevant protected characteristic
- Take steps to meet the needs of a person or persons who share a protected characteristic that are different from the needs of others who do not share it
- Encourage persons who share a relevant protected characteristic to participate fully in public life
- Encourage persons who share a relevant protected characteristic to participate fully in any school activity in which participation by such persons is disproportionately low.

- 2.4. In exercising our duty, we will consider the six 'Brown principles' of 'due regard':

- **Awareness** - all staff know and understand what the law requires
- **Timeliness** - implications considered before they are implemented
- **Rigour** - open-minded and rigorous analysis, including parent/carers and student voice
- **Non-delegation** - the PSED cannot be delegated
- **Continuous** - ongoing all academic year
- **Record-keeping** - keep notes and records of decisions and meetings.

- 2.5. We welcome the opportunity to be transparent and accountable. The School fulfils the specific duties of the Act by publishing our Equality Information and Objectives on the school's website in an easy to read and accessible format.

### 3. Equality Information

We maintain confidentiality and work to data protection principles as set out in the General Data Protection Regulations (GDPR) in order to protect personal data. We publish information in a format that means no student or staff member can be identified.

#### 3.1. STUDENTS

| <b>AGE:</b>                        | We have 918 students aged from 11 to 18 years old.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
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| <b>DISABILITY:</b>                 | We ensure that reasonable adjustments are made where appropriate.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| <b>GENDER REASSIGNMENT:</b>        | Information concerning gender identity or reassignment is a sensitive issue and is treated confidentially.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| <b>'RACE' / ETHNICITY:</b>         | <p>Our student profile comprises:</p> <table> <tr> <th>Category</th><th>Percentage</th></tr> <tr><td>Afghan</td><td>6.5%</td></tr> <tr><td>Albanian</td><td>0.7%</td></tr> <tr><td>Arab Other</td><td>4.1%</td></tr> <tr><td>Bangladeshi</td><td>0.5%</td></tr> <tr><td>Black - Ghanaian</td><td>0.4%</td></tr> <tr><td>Black - Nigerian</td><td>1.3%</td></tr> <tr><td>Black - Somali</td><td>5.3%</td></tr> <tr><td>Black Caribbean</td><td>0.9%</td></tr> <tr><td>Chinese + any other ethnic group</td><td>0.1%</td></tr> <tr><td>Filipino</td><td>0.9%</td></tr> <tr><td>Indian</td><td>19.8%</td></tr> <tr><td>Information Not Yet Obtained</td><td>2.0%</td></tr> <tr><td>Iranian</td><td>0.4%</td></tr> <tr><td>Iraqi</td><td>0.2%</td></tr> <tr><td>Kurdish</td><td>0.1%</td></tr> <tr><td>Other Asian</td><td>2.8%</td></tr> <tr><td>Other Black</td><td>0.5%</td></tr> <tr><td>Other Black African</td><td>2.0%</td></tr> <tr><td>Other Chinese</td><td>0.4%</td></tr> <tr><td>Other ethnic group</td><td>0.7%</td></tr> <tr><td>Other mixed background</td><td>4.8%</td></tr> <tr><td>Other Pakistani</td><td>10.2%</td></tr> <tr><td>Other White British</td><td>0.9%</td></tr> <tr><td>Refused</td><td>0.9%</td></tr> <tr><td>Sri Lankan Sinhalese</td><td>0.3%</td></tr> <tr><td>Sri Lankan Tamil</td><td>0.3%</td></tr> <tr><td>Turkish</td><td>0.3%</td></tr> <tr><td>White - English</td><td>17.4%</td></tr> <tr><td>White - Irish</td><td>0.1%</td></tr> <tr><td>White - Scottish</td><td>0.1%</td></tr> <tr><td>White + any other Asian Background</td><td>2.0%</td></tr> <tr><td>White and Black African</td><td>0.8%</td></tr> <tr><td>White and Black Caribbean</td><td>2.0%</td></tr> <tr><td>White Other</td><td>9.5%</td></tr> <tr><td>White Western European</td><td>0.7%</td></tr> </table> | Category | Percentage | Afghan | 6.5% | Albanian | 0.7% | Arab Other | 4.1% | Bangladeshi | 0.5% | Black - Ghanaian | 0.4% | Black - Nigerian | 1.3% | Black - Somali | 5.3% | Black Caribbean | 0.9% | Chinese + any other ethnic group | 0.1% | Filipino | 0.9% | Indian | 19.8% | Information Not Yet Obtained | 2.0% | Iranian | 0.4% | Iraqi | 0.2% | Kurdish | 0.1% | Other Asian | 2.8% | Other Black | 0.5% | Other Black African | 2.0% | Other Chinese | 0.4% | Other ethnic group | 0.7% | Other mixed background | 4.8% | Other Pakistani | 10.2% | Other White British | 0.9% | Refused | 0.9% | Sri Lankan Sinhalese | 0.3% | Sri Lankan Tamil | 0.3% | Turkish | 0.3% | White - English | 17.4% | White - Irish | 0.1% | White - Scottish | 0.1% | White + any other Asian Background | 2.0% | White and Black African | 0.8% | White and Black Caribbean | 2.0% | White Other | 9.5% | White Western European | 0.7% |
| Category                           | Percentage                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| Afghan                             | 6.5%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| Albanian                           | 0.7%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| Arab Other                         | 4.1%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| Bangladeshi                        | 0.5%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| Black - Ghanaian                   | 0.4%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| Black - Nigerian                   | 1.3%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| Black - Somali                     | 5.3%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| Black Caribbean                    | 0.9%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| Chinese + any other ethnic group   | 0.1%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| Filipino                           | 0.9%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| Indian                             | 19.8%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| Information Not Yet Obtained       | 2.0%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| Iranian                            | 0.4%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| Iraqi                              | 0.2%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| Kurdish                            | 0.1%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| Other Asian                        | 2.8%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| Other Black                        | 0.5%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| Other Black African                | 2.0%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| Other Chinese                      | 0.4%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| Other ethnic group                 | 0.7%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| Other mixed background             | 4.8%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| Other Pakistani                    | 10.2%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| Other White British                | 0.9%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| Refused                            | 0.9%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| Sri Lankan Sinhalese               | 0.3%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| Sri Lankan Tamil                   | 0.3%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| Turkish                            | 0.3%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| White - English                    | 17.4%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| White - Irish                      | 0.1%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| White - Scottish                   | 0.1%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| White + any other Asian Background | 2.0%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| White and Black African            | 0.8%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| White and Black Caribbean          | 2.0%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| White Other                        | 9.5%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |
| White Western European             | 0.7%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |        |      |          |      |            |      |             |      |                  |      |                  |      |                |      |                 |      |                                  |      |          |      |        |       |                              |      |         |      |       |      |         |      |             |      |             |      |                     |      |               |      |                    |      |                        |      |                 |       |                     |      |         |      |                      |      |                  |      |         |      |                 |       |               |      |                  |      |                                    |      |                         |      |                           |      |             |      |                        |      |

| <b>EAL (ENGLISH AS AN ADDITIONAL LANGUAGE):</b> | <p>54% EAL</p> <p>There are over 70 home languages spoken by students, the most common (other than English) are:</p> <table> <tr><td>Urdu</td><td>5.9%</td></tr> <tr><td>Punjabi</td><td>4.6%</td></tr> <tr><td>Arabic</td><td>4.1%</td></tr> <tr><td>Somali</td><td>4.1%</td></tr> <tr><td>Polish</td><td>3.4%</td></tr> <tr><td>Hindi</td><td>2.2%</td></tr> <tr><td>Pashto/Pakhto</td><td>1.7%</td></tr> </table>                                                                                                                                      | Urdu     | 5.9%       | Punjabi                                | 4.6%  | Arabic      | 4.1%  | Somali      | 4.1%  | Polish | 3.4% | Hindi       | 2.2% | Pashto/Pakhto | 1.7% |                |      |                              |      |         |      |          |      |
|-------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|------------|----------------------------------------|-------|-------------|-------|-------------|-------|--------|------|-------------|------|---------------|------|----------------|------|------------------------------|------|---------|------|----------|------|
| Urdu                                            | 5.9%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |          |            |                                        |       |             |       |             |       |        |      |             |      |               |      |                |      |                              |      |         |      |          |      |
| Punjabi                                         | 4.6%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |          |            |                                        |       |             |       |             |       |        |      |             |      |               |      |                |      |                              |      |         |      |          |      |
| Arabic                                          | 4.1%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |          |            |                                        |       |             |       |             |       |        |      |             |      |               |      |                |      |                              |      |         |      |          |      |
| Somali                                          | 4.1%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |          |            |                                        |       |             |       |             |       |        |      |             |      |               |      |                |      |                              |      |         |      |          |      |
| Polish                                          | 3.4%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |          |            |                                        |       |             |       |             |       |        |      |             |      |               |      |                |      |                              |      |         |      |          |      |
| Hindi                                           | 2.2%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |          |            |                                        |       |             |       |             |       |        |      |             |      |               |      |                |      |                              |      |         |      |          |      |
| Pashto/Pakhto                                   | 1.7%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |          |            |                                        |       |             |       |             |       |        |      |             |      |               |      |                |      |                              |      |         |      |          |      |
| <b>RELIGION &amp; BELIEF / NO BELIEF:</b>       | <p>Our student profile (over 1%) comprises:</p> <table> <tr> <th>Category</th><th>Percentage</th></tr> <tr><td>Muslim</td><td>37.5%</td></tr> <tr><td>Christian</td><td>19.2%</td></tr> <tr><td>No Religion</td><td>11.2%</td></tr> <tr><td>Hindu</td><td>8.7%</td></tr> <tr><td>Other Faith</td><td>8.2%</td></tr> <tr><td>Sikh</td><td>7.5%</td></tr> <tr><td>Roman Catholic</td><td>2.7%</td></tr> <tr><td>Information Not Yet Obtained</td><td>2.2%</td></tr> <tr><td>Refused</td><td>1.3%</td></tr> <tr><td>Buddhist</td><td>1.2%</td></tr> </table> | Category | Percentage | Muslim                                 | 37.5% | Christian   | 19.2% | No Religion | 11.2% | Hindu  | 8.7% | Other Faith | 8.2% | Sikh          | 7.5% | Roman Catholic | 2.7% | Information Not Yet Obtained | 2.2% | Refused | 1.3% | Buddhist | 1.2% |
| Category                                        | Percentage                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |          |            |                                        |       |             |       |             |       |        |      |             |      |               |      |                |      |                              |      |         |      |          |      |
| Muslim                                          | 37.5%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |          |            |                                        |       |             |       |             |       |        |      |             |      |               |      |                |      |                              |      |         |      |          |      |
| Christian                                       | 19.2%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |          |            |                                        |       |             |       |             |       |        |      |             |      |               |      |                |      |                              |      |         |      |          |      |
| No Religion                                     | 11.2%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |          |            |                                        |       |             |       |             |       |        |      |             |      |               |      |                |      |                              |      |         |      |          |      |
| Hindu                                           | 8.7%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |          |            |                                        |       |             |       |             |       |        |      |             |      |               |      |                |      |                              |      |         |      |          |      |
| Other Faith                                     | 8.2%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |          |            |                                        |       |             |       |             |       |        |      |             |      |               |      |                |      |                              |      |         |      |          |      |
| Sikh                                            | 7.5%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |          |            |                                        |       |             |       |             |       |        |      |             |      |               |      |                |      |                              |      |         |      |          |      |
| Roman Catholic                                  | 2.7%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |          |            |                                        |       |             |       |             |       |        |      |             |      |               |      |                |      |                              |      |         |      |          |      |
| Information Not Yet Obtained                    | 2.2%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |          |            |                                        |       |             |       |             |       |        |      |             |      |               |      |                |      |                              |      |         |      |          |      |
| Refused                                         | 1.3%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |          |            |                                        |       |             |       |             |       |        |      |             |      |               |      |                |      |                              |      |         |      |          |      |
| Buddhist                                        | 1.2%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |          |            |                                        |       |             |       |             |       |        |      |             |      |               |      |                |      |                              |      |         |      |          |      |
| <b>SEND:</b>                                    | <p>Students identified with a Special Education Need:</p> <table> <tr> <th>Category</th><th>Percentage</th></tr> <tr><td>Education, Health and Care Plan (EHCP)</td><td>3%</td></tr> <tr><td>SEN Support</td><td>15%</td></tr> </table>                                                                                                                                                                                                                                                                                                                   | Category | Percentage | Education, Health and Care Plan (EHCP) | 3%    | SEN Support | 15%   |             |       |        |      |             |      |               |      |                |      |                              |      |         |      |          |      |
| Category                                        | Percentage                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |          |            |                                        |       |             |       |             |       |        |      |             |      |               |      |                |      |                              |      |         |      |          |      |
| Education, Health and Care Plan (EHCP)          | 3%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |          |            |                                        |       |             |       |             |       |        |      |             |      |               |      |                |      |                              |      |         |      |          |      |
| SEN Support                                     | 15%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |          |            |                                        |       |             |       |             |       |        |      |             |      |               |      |                |      |                              |      |         |      |          |      |
| <b>SEX – MALE/FEMALE:</b>                       | 3% female; 97% male.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |          |            |                                        |       |             |       |             |       |        |      |             |      |               |      |                |      |                              |      |         |      |          |      |
| <b>SEXUAL ORIENTATION:</b>                      | We support all students regardless of sexual orientation.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |          |            |                                        |       |             |       |             |       |        |      |             |      |               |      |                |      |                              |      |         |      |          |      |
| <b>PUPIL PREMIUM:</b>                           | <p>2025/6 Students eligible for Pupil Premium 26%</p> <p>2026/27 - still being updated</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                |          |            |                                        |       |             |       |             |       |        |      |             |      |               |      |                |      |                              |      |         |      |          |      |

### 3.2. STAFF

|                                           |                                                                                                      |
|-------------------------------------------|------------------------------------------------------------------------------------------------------|
| <b>AGE:</b>                               | Figures constantly change - however, we comply with our equality duty.                               |
| <b>DISABILITY:</b>                        | 3% of staff have a recorded disability. We ensure reasonable adjustments are made where appropriate. |
| <b>GENDER REASSIGNMENT:</b>               | We will support any member of staff towards gender reassignment.                                     |
| <b>MARRIAGE &amp; CIVIL PARTNERSHIPS:</b> | Figures constantly change - however, we comply with our equality duty.                               |
| <b>PREGNANCY &amp; MATERNITY:</b>         | Figures constantly change - however, we comply with our equality duty.                               |

| <b>'RACE' / ETHNICITY:</b>                         | <p>97.4% of the staff responded to the data collection.</p> <p>Our staff profile comprises:</p> <table border="1" data-bbox="679 192 1442 714"> <thead> <tr> <th>Category</th><th>Percentage</th></tr> </thead> <tbody> <tr> <td>Any Other Ethnic Background</td><td>9.6</td></tr> <tr> <td>Asian or Asian British, Any Other Asian Background</td><td>4.4</td></tr> <tr> <td>Asian or Asian British, Indian</td><td>11.3</td></tr> <tr> <td>Asian or Asian British, Pakistani</td><td>1.7</td></tr> <tr> <td>Black or Black British, African</td><td>2.6</td></tr> <tr> <td>Black or Black British, Any Other Black Background</td><td>2.6</td></tr> <tr> <td>Black or Black British, Caribbean</td><td>1.7</td></tr> <tr> <td>Mixed, Any Other Mixed Background</td><td>0.9</td></tr> <tr> <td>Mixed, White and Black Caribbean</td><td>0.9</td></tr> <tr> <td>White, Any Other White Background</td><td>6.1</td></tr> <tr> <td>White, British</td><td>54.8</td></tr> <tr> <td>White, Irish</td><td>2.6</td></tr> </tbody> </table> | Category | Percentage | Any Other Ethnic Background | 9.6 | Asian or Asian British, Any Other Asian Background | 4.4 | Asian or Asian British, Indian | 11.3 | Asian or Asian British, Pakistani | 1.7 | Black or Black British, African | 2.6 | Black or Black British, Any Other Black Background | 2.6 | Black or Black British, Caribbean | 1.7 | Mixed, Any Other Mixed Background | 0.9 | Mixed, White and Black Caribbean | 0.9 | White, Any Other White Background | 6.1 | White, British | 54.8 | White, Irish | 2.6 |
|----------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|------------|-----------------------------|-----|----------------------------------------------------|-----|--------------------------------|------|-----------------------------------|-----|---------------------------------|-----|----------------------------------------------------|-----|-----------------------------------|-----|-----------------------------------|-----|----------------------------------|-----|-----------------------------------|-----|----------------|------|--------------|-----|
| Category                                           | Percentage                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |          |            |                             |     |                                                    |     |                                |      |                                   |     |                                 |     |                                                    |     |                                   |     |                                   |     |                                  |     |                                   |     |                |      |              |     |
| Any Other Ethnic Background                        | 9.6                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |                             |     |                                                    |     |                                |      |                                   |     |                                 |     |                                                    |     |                                   |     |                                   |     |                                  |     |                                   |     |                |      |              |     |
| Asian or Asian British, Any Other Asian Background | 4.4                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |                             |     |                                                    |     |                                |      |                                   |     |                                 |     |                                                    |     |                                   |     |                                   |     |                                  |     |                                   |     |                |      |              |     |
| Asian or Asian British, Indian                     | 11.3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |          |            |                             |     |                                                    |     |                                |      |                                   |     |                                 |     |                                                    |     |                                   |     |                                   |     |                                  |     |                                   |     |                |      |              |     |
| Asian or Asian British, Pakistani                  | 1.7                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |                             |     |                                                    |     |                                |      |                                   |     |                                 |     |                                                    |     |                                   |     |                                   |     |                                  |     |                                   |     |                |      |              |     |
| Black or Black British, African                    | 2.6                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |                             |     |                                                    |     |                                |      |                                   |     |                                 |     |                                                    |     |                                   |     |                                   |     |                                  |     |                                   |     |                |      |              |     |
| Black or Black British, Any Other Black Background | 2.6                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |                             |     |                                                    |     |                                |      |                                   |     |                                 |     |                                                    |     |                                   |     |                                   |     |                                  |     |                                   |     |                |      |              |     |
| Black or Black British, Caribbean                  | 1.7                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |                             |     |                                                    |     |                                |      |                                   |     |                                 |     |                                                    |     |                                   |     |                                   |     |                                  |     |                                   |     |                |      |              |     |
| Mixed, Any Other Mixed Background                  | 0.9                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |                             |     |                                                    |     |                                |      |                                   |     |                                 |     |                                                    |     |                                   |     |                                   |     |                                  |     |                                   |     |                |      |              |     |
| Mixed, White and Black Caribbean                   | 0.9                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |                             |     |                                                    |     |                                |      |                                   |     |                                 |     |                                                    |     |                                   |     |                                   |     |                                  |     |                                   |     |                |      |              |     |
| White, Any Other White Background                  | 6.1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |                             |     |                                                    |     |                                |      |                                   |     |                                 |     |                                                    |     |                                   |     |                                   |     |                                  |     |                                   |     |                |      |              |     |
| White, British                                     | 54.8                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |          |            |                             |     |                                                    |     |                                |      |                                   |     |                                 |     |                                                    |     |                                   |     |                                   |     |                                  |     |                                   |     |                |      |              |     |
| White, Irish                                       | 2.6                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |            |                             |     |                                                    |     |                                |      |                                   |     |                                 |     |                                                    |     |                                   |     |                                   |     |                                  |     |                                   |     |                |      |              |     |
| <b>RELIGION &amp; BELIEF / NO BELIEF:</b>          | Data is not collected.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |          |            |                             |     |                                                    |     |                                |      |                                   |     |                                 |     |                                                    |     |                                   |     |                                   |     |                                  |     |                                   |     |                |      |              |     |
| <b>SEX – MALE/FEMALE:</b>                          | 56% female; 44% male.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |          |            |                             |     |                                                    |     |                                |      |                                   |     |                                 |     |                                                    |     |                                   |     |                                   |     |                                  |     |                                   |     |                |      |              |     |
| <b>SEXUAL ORIENTATION:</b>                         | We support all staff members regardless of sexual orientation.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |          |            |                             |     |                                                    |     |                                |      |                                   |     |                                 |     |                                                    |     |                                   |     |                                   |     |                                  |     |                                   |     |                |      |              |     |

#### 4. Review of Policy

This policy is updated annually.