

Public Sector Equality Duty Report - KHS

Age	We have students aged from 11 to 16 years old at KHS We have a total of 610 students	
Disability	We ensure reasonable adjustments are made where appropriate.	
Gender reassignment	We support any student towards gender reassignment.	
'Race' / ethnicity	100% of students gave information	
	Our student profile comprises:	%
	Other Pakistani	0.2
	Other White British	2.1
	Refused	1.3
	Sri Lankan Tamil	0.2
	Thai	0.2
	Turkish	0.3
	White Cornish	0.2
	White English	79.3
	White Welsh	3.0
	White & any other Asian	0.8
	White and any other ethnic group	0.7
	White and Black African	0.5
	White and Black Caribbean	0.3
	White and Chinese	0.5
	White and Indian	0.3
	White Eastern European	3.0
	White European	3.8
	White Other	1.6
EAL (English as an Additional Language)	The languages spoken within our student profile are:	
		%
	Arabic	0.2
	Bulgarian	0.2
	Chinese	0.2
	English	79.0
	Estonian	0.2
	Lithuanian	0.8
	Polish	3.3
	Romanian	1.1
	Russian	0.7
	Slovakian	0.2
	Spanish	0.3
	Tagalog/Filipino	0.2
	Tamil	0.2
	Turkish	0.3
	Not specified	13.3

Religion and Belief / No Belief	Our student profile comprises:		%
	Christian		27.0
	Hindu		0.2
	Muslim		0.7
	No Religion		30.7
	Other Religion		2.6
	Refused		1.5
	Not Answer given		37.4
SEND	Students identified with a Special Education Need:		
	Education, Health & Care Plan	3%	
	SEN Support	17%	
	No Special Education Need	80%	
Sex – male/female	46.4% female 53.6% male		
Sexual orientation	We support all students regardless of sexual Orientation		
Pupil Premium Pupil Premium provides additional funding for children in local authority care, those whose parents are in the forces and those known to have been eligible for free school meals in the past six years.	30% students are eligible for Pupil Premium		

We have set a **clear vision and values** which expect all our staff to act in a non-discriminating manner and be mindful to avoid actions that will be deemed as such to the public and our wider community.

We have **up-to-date and ratified policies** which set out a clear message that discrimination is not tolerated: staff code of conduct, behaviour, anti-bullying, safeguarding and child protection. Our admissions policy is inclusive.

INCLUSION

- Mixed tutor groups promote active integration.
- A translation/transcription service is used for changing documents into alternative languages.
- Pupil voice has representatives from the full range of pupils within the school including those with protected characteristics.
- We understand that it is unlawful to fail to make **reasonable adjustments** to overcome barriers to using services caused by disability.
- Improvements have been made to existing access points and disabled parking bays.
- The whole school is accessible to all pupils, staff and visitors with physical disabilities
- Accessible toilets and changing facilities are available
- A lift in the main building, give access for all to upper floors.
- All parts of the buildings comply with current legislation with regard to disabled access and

egress.

- Special dietary requirements are catered for.

RECRUITMENT

- The Board of Trustees and school leaders involved in recruitment will **avoid unlawful discrimination in all aspects of employment** including recruitment, promotion, opportunities for training, pay and benefits, discipline and selection for redundancy.
- All roles/appointments within school are open to all with appropriate skills and abilities.
- There are fair and transparent recruitment procedures for staff.
- Reasonable adjustments are made for those declaring a need.

SPHERE

- Through a **structured SPHERE curriculum offer, assemblies, workshops and visits**, equalities will be discussed with and taught to the children, exemplifying the **British Values** and **school values** that we believe in.
- Different religious festival days are actively recognised and accommodated.
- Curriculum visits – financial assistance is made available to all pupils on the basis of individual need.
- Extra-curricular activities are made available for all pupils and special support provided where required for participation.
- The school's LGBTQ+ group supports students in all year groups. LGBTQ+ History and Pride months are celebrated through the SPHERE PPTs shown by all tutors in morning form time, and assemblies.
- Foods from different cultures feature regularly

CURRICULUM

- Alternative curriculum options are available for pupils.
- Equal opportunity is promoted within all subjects.
- Displays ensure that all demographic groups are represented.
- Adjustments are allowed to uniform, including PE kit.
- There is a range of PE activities for all

SYSTEMS

- There are robust systems (including online reporting) for logging/reporting any incident based on prejudice or harassment. These are monitored and reported annually to trustees.
- All staff and pupils are made fully aware of the nominated SLT member of staff to contact regarding any incident involving prejudice or harassment and are aware of the school's Whistleblowing policy.
- Data is analysed and interventions put in place to reduce the gender achievement gap for example the "raising boys' achievement" programme.