

## Equality & Diversity Objectives and Action Plan

Objective	Trust/School	Annual Progress Review March 2018				
Raise the attainment of low-performing groups to the level of their peers.	Twyford CofE High School	The Inspection Data Summary Report (previously RAISE Online) now shows progress from KS2 to KS4 using the Progress 8 measure. Previous reports showed that the gap between certain ethnic groups and students with SEN was closing and progress was above the national average. The last two years test reports/Progress 8 measures show that there is again a progress gap for these groups although in some instances numbers are low.				
			2015	2016 (Prog 8)	2017 (Prog 8)	
		National Av.	1000	0	-0.03	
		School Av.	1042.8	0.43	0.49	
		Black Caribbean	1038.3 (27 pupils)	-0.04 (18 pupils)		
		Black African	1027.8 (13 pupils)	0.27 (9 pupils)		
		Black or Black Brit			0.04 (40 pupils)	
		Mixed or Dual Backgrounds			0.68 (37 pupils)	
		Any other			0.75 (12 pupils)	
		Asian/Asian Brit			1.46 (19 pupils)	
		SEN without a EHCP	1038.9 (38 pupils)	-0.36 (16 pupils)	0.23 (21 pupils)	
		SEN with a EHCP	1054.2 (7 pupils)	0.12 (8 pupils)	-0.37 (13 pupils)	
			William Perkin CofE High School	2015/16 Q2 on track	2016/17 Q2 on track	2017/18 Q2 on track
		All students (years 7-11)		76.5% (571 pupils)	78.3% (771 pupils)	67.9% (973)
SEN (Statement/EHC Plan)		67% (17 pupils)	85.4% (26 pupils)	72.5% (33)		
Black and Minority Ethnic		76.9% (382 pupils)	78.9% (525 pupils)	68.7% (629)		
BME and SEN students' progress is on a par/above the overall average.						

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	Ealing Fields High School	<p>2017/18 Q2 on track</p> <p>All students (years 7 and 8) 67.1% (233 pupils)</p> <p>SEN (Statement/EHC Plan) N/A (0 pupils)</p> <p>Black and Minority Ethnic 69.2% (135 pupils)</p> <p>BME students' progress is on a par/above the overall average.</p>																				
Pupils and parents from under-represented groups' participation in school activities increases.	Twyford CofE High School	<p>Twyford offers a wide range of opportunities for participation in wider learning activities. Participation of BME, SEN and female students is monitored. The differences in percentage points between the percentage of students in monitored groups receiving participation points in the first 4 months of the year and the overall percentage are shown below.</p> <table border="1"> <thead> <tr> <th></th> <th>2014/15<sup>#</sup></th> <th>2015/16<sup>#</sup></th> <th>2016/17<sup>#</sup></th> <th>2017/18<sup>#</sup></th> </tr> </thead> <tbody> <tr> <td>BME</td> <td>-3%</td> <td>0%</td> <td>0%</td> <td>-4%</td> </tr> <tr> <td>SEN</td> <td>-4%</td> <td>+14%</td> <td>+8%</td> <td>+16% (low numbers)</td> </tr> <tr> <td>Female</td> <td>-4%</td> <td>-2%</td> <td>+1%</td> <td>+1%</td> </tr> </tbody> </table> <p>There were no significant gaps in participation rates in 2017/18.</p>		2014/15 <sup>#</sup>	2015/16 <sup>#</sup>	2016/17 <sup>#</sup>	2017/18 <sup>#</sup>	BME	-3%	0%	0%	-4%	SEN	-4%	+14%	+8%	+16% (low numbers)	Female	-4%	-2%	+1%	+1%
		2014/15 <sup>#</sup>	2015/16 <sup>#</sup>	2016/17 <sup>#</sup>	2017/18 <sup>#</sup>																	
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William Perkin CofE High School	<p>These are the equivalent figures for William Perkin:</p> <table border="1"> <thead> <tr> <th></th> <th>2014/15<sup>#</sup></th> <th>2015/16<sup>#</sup></th> <th>2016/17<sup>#</sup></th> <th>2017/18<sup>#</sup></th> </tr> </thead> <tbody> <tr> <td>BME</td> <td>+1%</td> <td>0%</td> <td>+2%</td> <td>+1%</td> </tr> <tr> <td>SEN</td> <td>-5%</td> <td>+2%</td> <td>- 21%</td> <td>-10% (low numbers)</td> </tr> <tr> <td>Female</td> <td>-1%</td> <td>+1%</td> <td>+5%</td> <td>+6%</td> </tr> </tbody> </table> <p>Participation by SEN students has improved. Female students' engagement is increasing relative to male students.</p>		2014/15 <sup>#</sup>	2015/16 <sup>#</sup>	2016/17 <sup>#</sup>	2017/18 <sup>#</sup>	BME	+1%	0%	+2%	+1%	SEN	-5%	+2%	- 21%	-10% (low numbers)	Female	-1%	+1%	+5%	+6%	
	2014/15 <sup>#</sup>	2015/16 <sup>#</sup>	2016/17 <sup>#</sup>	2017/18 <sup>#</sup>																		
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	Ealing Fields High School	2017/18 <sup>#</sup>																				

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		<p>BME -1%</p> <p>SEN (low numbers)</p> <p>Female -1%</p> <p>There do not appear to be any significant gaps in participation rates in 2017/18.</p>
Annual publication of key E&D monitoring information established.	Trust	Annual reporting is in place.
The process by which Directors review this action plan annually is established	Trust	Annual review in place.
E&D impact assessment for all policies established	Trust	An impact assessment is now carried out for most new and updated policies. Equality implications is included on the header sheet for all Board/Committee reports.
All staff are aware of the main provisions of the 2010 Equality Act	Trust	A policy has been adopted and published to staff and a regular review process established.
Staff, Directors and Governors better reflect the diversity of the community	Trust	<p>63% of Twyford students, 91% of William Perkin students and 78% of Ealing Fields students live in the Borough of Ealing. For Twyford the next highest boroughs are Hammersmith &amp; Fulham (11%), Brent (10%) and Hounslow (9%)#. According to the 2011 Census, the population of LB Ealing is 50% BME and 4% disabled. The BME figures for H&amp;F are 32%, Brent 65% and Hounslow 49%.</p> <p>Monitoring information for all Trust staff shows 18% BME, 33% male and nil declaring disabilities (2016/17: 14%, 40% and nil).</p> <p>Monitoring information for Directors and Members shows 0% BME, 58% male and 8% disabled (2016/17: 0% BME, 64% male and 12% disabled).</p>

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	Twyford CofE High School	<p>The pupil population of Twyford CofE High School is currently 48% BME, 49% male<sup>#</sup> and 3.4% SEN (2016/17: 48%, 50% and 9%).</p> <p>Monitoring information for Twyford High School staff shows 18% BME, 37% male and nil declaring disabilities (2016/17: 14%, 43% and nil).</p> <p>Monitoring information for Governors shows 29% BME, 40% male and 0% disabled (2016/17: 21% BME, 33% male and 0% disabled).</p>
	William Perkin CofE High School	<p>The pupil population of William Perkin CofE High School is 71% BME, 52% male<sup>#</sup> and 3.5% SEN (2016/17: 67%, 52% and 6%).</p> <p>Monitoring information for William Perkin High School staff shows 14% BME, 33% male and nil declaring disabilities (2016/17: 14%, 32% and nil).</p> <p>Monitoring information for Governors shows 29% BME, 57% male and 14% disabled (2016/17: 35% BME, 47% male and 12% disabled).</p>
	Ealing Fields High School	<p>The pupil population of Ealing Fields High School is 59% BME, 62% male<sup>#</sup> and 0.4% SEN.</p> <p>Monitoring information for Ealing Fields High School staff shows 14% BME, 40% male and nil declaring disabilities.</p> <p>Monitoring information for Governors shows 8% BME, 67% male and 0% disabled.</p>

\* BME (Black and Minority Ethnic) is defined as all non-white ethnic groups. <sup>#</sup> SIMS

SEN = Pupils identified as having special educational needs (Education and Health Plans). Includes pupils with disabilities.