

Park High School Equality Information 2024-2025

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At Park High School, we are committed to providing equality of opportunity for all members of the school community whatever their age; disability; gender identity; marriage and civil partnership status; pregnancy, maternity or paternity, having or not having dependants; race; religion or belief; sexual orientation or background.

This information will be updated annually and is correct as of January 2025.

Characteristic	Total breakdown	Number and %	Notes:
Number of students	Total = 1476	Female = 627 (42.48 %) Male = 849 (57.52%)	
Number of staff	Total = 166	Female 122 (74%) Male 44 (27%)	
SEND	Total = 221	Female = 68 (4.61%) Male = 153 (10.37%)	
Pupil premium	Total = 315	Female = 136 (57%) Male = 179 (43%)	
Pupils eligible for FSM	Total = 363	Female = 152 (10.3%) Male = 211 (14.3%)	
Disabled staff	Total = 3	Female = 3 Male = 0	
Disabled students	Total	Female = 7 (0.48%) Male = 22 (1.49%)	
CLA	Total	Female = 1 (0.06%) Male = 1 (0.06%)	
Young carers	Total = 6	Female = 3 (0.2%) Male = 3 (0.2%)	
EAL students	Total = 1002	Female = 440 (29.81%) Male = 562 (38.08%)	
Average attendance	Total = (Yr 7-13) = 1476 (93.4%) Total = (Yr 7-11) = 1278 (94.4%) Total = (Yr 12-13) = 198 (88.6%)	<u>Yr 7-13:</u> Female = 627 (93.7%) Male = 849 (93.8%) <u>Yr 7-11:</u> Female = 557 (94.21%) Male = 721 (94.59%) <u>Yr 12-13:</u> Female = 70 (88.6%) Male = 128 (88.63%)	
Student ethnicity:	<i>See Appendix 1</i>		
Staff ethnicity:	<i>See Appendix 2</i>		

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Age:

Students:

- The school roll includes students from age 11 (Year 7) to age 18 (Year 13).

Staff:

The age profile of staff is shown below:

Age Group	Age Analysis
0-20	0
21-30	26
31-40	42
41-50	42
51-60	36
61- 70+	20
Total	166

Gender reassignment:

- No data is collected or held by the school about gender reassignment in the student or staff population, unless specifically requested by a parent/carer, student or member of staff.

Sexual Orientation:

- No data is held by the school about the sexual orientation of students or staff, unless specifically requested by a parent/carer, student or member of staff.
- Where students wish to be called by an alternative name or referred to using alternative pronouns, this is granted with parent/carer consent. However, examination certificates will record legal names, so only where names have changed by deed poll will the alternative name appear on certificates.

Religion or belief:

Students:

- The student body includes members of a wide range of religions and none. The school collects and holds this information when it is supplied by parents/carers on admission (optional).
- Rooms are available for private reflection during lunchtime.
- The school's Uniform Policy is designed to be sensitive to the requirements of all religions.
- Up to 3 days of authorised absence a year is permitted for religious observance.

Staff:

- The staff includes members of a wide range of religions as well as those of no religion. The school does not routinely collect or hold this information, unless specifically requested by a member of staff.
- The school's absence policy allows time-off without pay for major religious observance days to a maximum of 3 days.

Marriage and civil partnership:

Students:

- No data is collected or held by the school about parents/carers' marital status, apart from the titles and names given for home contacts and information about whether letters home and reports are to be sent to two addresses, unless specifically requested by a parent/carer or student.

Staff:

- No data is collected or held by the school about the marital status of members of staff, apart from the titles and names given on application forms and emergency contacts, unless specifically requested by the member of staff.
- The school's absence policy allows time-off with pay for marriages and civil partnerships.

Pregnancy, maternity and paternity:

Students:

The school works to support continuity of education for pregnant students.

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Staff:

The school has policies for maternity leave, paternity leave, parental leave, menopause and flexible working (reduced hours).

Appendix 1: Student ethnicity

Ethnicity	Enrolment	% of Total
Afghan	12	0.8%
Any Other Asian Background	299	20.3%
Any Other Black Background	7	0.5%
Any Other Ethnic Group	88	6.0%
Any Other Mixed Background	40	2.7%
Any Other White Background	311	21.1%
Arab	2	0.1%
Arab Other	8	0.5%
Asian and Any Other Ethnic Group	2	0.1%
Asian and Black	1	0.1%
Bangladeshi	10	0.7%
Black - African	55	3.7%
Black - British	1	0.1%
Black - Nigerian	1	0.1%
Black - Somali	1	0.1%
Black Caribbean	26	1.8%
Chinese	6	0.4%
Gypsy / Roma	3	0.2%
Hong Kong Chinese	3	0.2%
Indian	424	28.7%
Iraqi	2	0.1%
Italian	1	0.1%
Latin/ South/ Central American	1	0.1%
Moroccan	2	0.1%
Other Asian	1	0.1%
Other Pakistani	2	0.1%
Pakistani	44	3.0%
Refused	14	0.9%
Serbian	1	0.1%

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Sri Lankan Other	1	0.1%
Sri Lankan Tamil	4	0.3%
Turkish	1	0.1%
White - British	38	2.6%
White - Irish	1	0.1%
White and Any Other Ethnic Group	2	0.1%
White and Asian	34	2.3%
White and Black African	6	0.4%
White and Black Caribbean	10	0.7%
White Eastern European	7	0.5%
White European	2	0.1%
White Other	1	0.1%

Appendix 1: Staff ethnicity

Count of Ethnicity	Column Labels
Ethnicity	Ethnicity Analysis
Arab	2
Pakistani	9
White - British	52
Any Other Ethnic Group	5
Any Other White Background	21
Indian	39
Black Caribbean	7
Black - African	9
Chinese	2
White - Irish	4
Any Other Asian Background	7
Any Other Mixed Background	1
White and Asian	2

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Prefer not to disclose	2
White and Black African	1
Bangladeshi	2
Any Other Black Background	1
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