

LITTLE HEATH SCHOOL EQUALITY STATEMENT 2025-2026

The following information is published each year:

- Information about our school population
- Our due regard for equality and how we promote community cohesion
- Our current Equality objectives

INFORMATION ABOUT THE SCHOOL POPULATION 2025-2026

Number of students on roll at the school: 1685

Data is given for Y7-Y11 .

Information on students by protected characteristics

The Equality Act protects people from discrimination on the basis of “protected characteristics. Every person has some of the “protected characteristics” so the Act is designed to protect everyone.

Disability

The Equality Act 2010 defines disability as *a physical or mental impairment that has a ‘substantial’ and ‘long-term’ negative effect on your ability to do normal daily activities.*

Number of students with SEN/D:

	Number of students	Percentage of school population
No Special Education Need and/or disability	1373	81.5%
SEN/D support	292	17.3%
Statement		
Education, Health and Care Plan	20	1.19%

STUDENTS WITH ENGLISH AS AN ADDITIONAL LANGUAGE

	Boys	Girls	Total	Percentage of school population
Number of students who speak English as an additional language	102	99	201	11.9%

LOOKED AFTER CHILDREN

1

OTHER VULNERABLE GROUPS:

Service Children: 1

Ethnicity

Main categories	Micro categories	Male	Female	Total
White British	English	480	462	942
White other	Gypsy/Roma	0	1	0
	Irish	0	0	0
	White Western European	6	1	
	Other White	23	23	46
Asian and Chinese	Indian	32	52	84
	Bangladeshi/Pakistani	44	40	84
	Chinese	6	6	12
	Other Asian	12	12	24
Black Caribbean		4	3	7
Black African	Other Black African	15	14	29
	Other Black	12	25	37
Black and White Caribbean		29	30	59
Mixed Ethnicity	White and Black African	9	14	23
	White and Asian	18	18	36
	Other mixed	22	27	
Other		5	5	10
Total		717	733	1450

RELIGION AND BELIEF

Buddhist	10
Christian	648
Hindu	46
Muslim	181
Sikh	17
Jewish	3
No religion	593
Other religion	65
Unknown	122

OTHER INFORMATION ON THOSE WITH PROTECTED CHARACTERISTICS

It is not appropriate for Little Heath School to collect information about some of the protected characteristic such as gender identity or sexuality. Little Heath School recognises that there may be equality issues for gay, lesbian and bisexual students as well as those who are transgender.

STAFF DEMOGRAPHICS

Ethnicity

White, British	176
White, Irish	3
White, any other white background	12
Asian or Asian British	1
Asian or Asian British, Indian	5
Asian or Asian British, Pakistani	4
Chinese	1
Mixed	1
Mixed, White and Black Caribbean	3
Not obtained	1

Gender

Male	Female
65	173

Disability

13

Age

20-29 years old	54
30-39 years old	42
40-49 years old	55
50-59 years old	52
60+	39

Sensitive information on some staff with protected characteristics

We currently do not collect information from employees in relation to some protected characteristics, such as gender identity and sexual orientation. However we are aware that there may be equality issues for gay, lesbian and bisexual staff, as well as those who are undergoing or who have undergone a reassignment of their gender.

HOW DOES LITTLE HEATH SCHOOL HAVE DUE REGARD FOR EQUALITY?

The information provide below aims to show that Little Heath School gives careful consideration to equality issues as a natural part of what we do in school.

Admission arrangements

Accessibility Plan

Behaviour Policy (includes Anti Bullying Policy)

Equality Policy

Diversity group and LHS Pride+ group

Employment practice & employment statement

Monitoring, recording and tackling of incidents related to “protected characteristics”

Pupil Premium monitoring & interventions

Prayer space open to all faiths

SEND Policy

RSE Policy & PSHE curriculum

Work of our Inclusion team

Little Heath School seeks to eliminate discrimination and other conduct that is prohibited by the Act by:

- Being a welcoming, open and inclusive community where everyone is valued
- Spreading kindness to all and celebrating success of all
- Promoting tolerance and respect - and challenging discrimination – through assemblies and tutor time
- logging and monitoring of incidents relating to nine protected characteristics

Little Heath School advances equality of opportunity between people who share a protected characteristic and people who do not share it by:

- being an inclusive school community, which respects each and every individual member. School events, such as praise assemblies, reflect and celebrate the diversity of our community.
- Aiming high for all students and promoting values of tolerance and respect
- paying due regard to the principles and the spirit of the Equality Act with regard to recruitment, selection and employment.
- Our school wide strategy for Disadvantaged students - monitoring of DA students & intervention
- The support given by our PP Progress Leader
- the personalised support and interventions by Inclusion Dept
- Keeping up to date with advice from national organisations

Little Heath School fosters good relations across all characteristics - between people who share a protected characteristic and people who do not share it by:

- promoting our school ethos of “spreading kindness”
- the manner in which we deal with any prejudice related incidents
- the Praise and Rewards offered to all students
- how students participate in decision making and how they take responsibility
- including in our LHS definition of bullying (written by students) a specific mention of particular characteristics
- curriculum work which increases understanding and promotes tolerance and respect
- charity work
- Diversity group and LHS Pride+ group
- Cultures Day and Cultural Appreciation Evening
- Tutor work and assemblies

Little Heath School values each student and is committed to the success and progress of every individual. Equality of opportunity is at the heart of our values as a school – every individual will be encouraged and supported to aim high both academically and in their personal development.