



Equality Information (Public Sector Equality Duty)

304 Pupils in total

Gender: Girls 155 / Boys 149



Our School Profile at St Mary Magdalen's 2023-2024...

Ethnic Categories							
White British	294	White & Black Caribbean	0	Indian	1	Any Other Black Background	0
Irish	0	White & Asian	2	Sri Lankan	0	Refugee	0
Any other white background	6	White & Black African	1	Bangladeshi	0	Asylum Seeker	0
Traveller of Irish Heritage	0	Any Other Mixed Background	0	Any other Asian background	0	Any Other Ethnic Group	0
Gypsy/Roma	0	Chinese	0	Black Caribbean	0	Information Refused / Not Obtained	0
White European	0	Vietnamese	0	Black African	0	Turkish/Turkish Cypriot	0

Disability Categories					
Not Collected	0	Needs Medication	-	Other Disability / Health Problem	
No disability	-	Problems with Incontinence	2	Specific Learning Difficulty / Under review	14
Problems with Mobility	1	Problems with Speech, Lang&Communication	9	Moderate Learning Difficulty	3
Problems with Hand Function / Fine-gross motor skills	1	Problems with Hearing	3	Behaviour, Emotional and Social Difficulties	2
Problems with Personal Care		3	Problems with Vision		1
Problems with Eating and Drinking		-	Problems with ASD(Aspergers) / under review		15

Special Educational Needs (SEN)	Percentage (%)	Actual No. 302 on roll
No Specified Special Educational Need	89%	270
School Support / accessing intervention	26%	78
SEN Support	11%	34
Statemented/EHC Action Plan	2%	8

Religion & Belief					
Anglican	0	Greek Orthodox	0	Sikh	0
Baptist	0	Hindu	0	No Religion	37
Buddhist	1	Jewish	0	Other Religion	2
Roman Catholic	198	Methodist	0	Not declared	0
Christian other	66	Muslim	0		

No Information was available on the following protected characteristics:

- **Gender Reassignment** - The school did not have any information on whether any of the children on roll had reassigned their gender. The school will seek further support and guidance from LA and Diocese on how and when to monitor if appropriate.
- **Sexual Identity** - The school did not have information on whether any of the pupils on roll identified as Lesbian, Gay, Bi-sexual or Transgender (LGBT) as the question had never been asked. The school will seek further advice and guidance from local and Diocese on how and when to ask pupils this question and how to use the data sensitivity when collected.

Public Sector Equality Duty

The Equality Act 2010 replaced all previous discrimination law. It has simplified the law and extends protection from discrimination in some areas.

School and Academies must adhere to the following:

- Protection against discrimination is extended to pupils who are pregnant or who have recently given birth, and pupils who are undergoing gender reassignment;
- It is now unlawful for employers to ask health related questions of applicants before job offer, unless the questions are specifically related to an intrinsic function of the work;
- New positive action provisions will allow schools to target disadvantage experienced by pupils with particular protected characteristics;
- It is now unlawful to victimise a pupil for anything done in relation to the Act by a sibling or parent;
- The Act will extend the reasonable adjustments duty to require schools to provide auxiliary aids and services to disabled pupils;
- The previous specific duties on schools have been combined into the new Public Sector Equality Duties (PSED); and
- There is a requirement to have an Access Plan to improve access for disabled pupils

Protected characteristics

It is unlawful for a school to discriminate by treating individuals less favourably because of their:

- Sex
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy/maternity
- Age
- Marriage/civil partnership

Children and young people under the age of 18 have limited protection under the Age characteristic. It is lawful to treat people differently because of their age in circumstances where the law allows, or requires, people to be treated differently because of their age.