



EQUALITY DUTY

Date	18.1.2025 This information will be reviewed annually.
Review Date	November 2026
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Approved by	Curriculum & Student Affairs Committee

Context of Whitley Bay High School

The context

- Whitley Bay High School is a larger than average secondary school
- The school is popular and oversubscribed
- A number of students join the school in Y12 from other schools within the authority and wider region
- Student mobility is low and well below the national average
- The gender balance of the school is broadly average and similar to the national pattern
- The catchment area is predominantly white middle class and is in the lowest quintile compared to the National Average.
- The school composition is a good reflection of the communities it serves.
- There is a number of students joining us mid-year, including a small number of students joining us on a Fair Access or managed move.
- The school's coherently mapped Personal Development Programme (see website) covers a wide range of equality agendas to encourage awareness, knowledge and inform decision making.
- Analysis of performance data at GCSE indicates that performance of vulnerable groups is above the overall national average and the national average for the specific groups of students. However, because in some cases the numbers are so small, pupil progress and performance are monitored at an individual level.
- All students from vulnerable groups are identified in the reporting system and monitored frequently by the pastoral and curriculum teams to ensure tailored support is given where necessary to meet student needs.
- Support for vulnerable groups is provided through a wide range of interventions and resources, for example, it may include specialised in-class support, support from the Work Related Learning team and SEN support. Interventions could also take the form of support by the school's mentors or the counsellor.
- Interventions and also participation in activities within school are monitored for these groups of students to ensure they are well integrated into the school community.

Equality at Whitley Bay High School

Under the banner statement 'All Different, All Equal', we are committed to making Whitley Bay High School an accessible and inclusive organisation that welcomes and respects the diversity of all people who work in, visit the school or are a part of the wider school community.

We are working hard to fulfil our duties under the Equality Act 2010 to:

- Eliminate discrimination, harassment and victimisation;
- Advance equality of opportunity between people who share a characteristic and those who do not;
- Foster good relations between people who share a characteristic and those who do not.

The Equality Act and the Protected Characteristics

The Equality Act 2010 covers nine protected characteristics, which cannot be used as a reason to treat people unfairly. Every person has one or more of the protected characteristics, so the Act protects all of us against unfair treatment.

The protected characteristics are:

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

The Equality Act sets out the different ways in which it is unlawful to treat someone, such as direct and indirect discrimination, harassment, victimisation and failing to make a reasonable adjustment for a disabled person or someone who has experienced gender reassignment. This applies both in providing services and in employment.

Student Equalities Data
Source: October School Census 2025

Protected Characteristics

Number of students on roll	1801	
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Ethnicity	Count	% of Total
Any other Asian background	9	0.5%
Any other Black background	1	0.05%
Any other White background	36 (incl 3 Ukrainian)	1.9%
Any other ethnic group	5	0.3%
Any other mixed background	21	1.2%
Asian - British	1	0.05%
Bangladeshi	32	1.8%
Black – African	1	0.05%
Black - British	2	0.1%
Chinese	16	0.9%
Indian	11	0.6%
Information not yet obtained	1	0.05%
Pakistani	7	0.4%
Refused	8	0.4%
White – British	1603	89%
White – Irish	4	0.2%
White – Irish Traveller	-	
White and Asian	28	1.6%
White and Black African	9	0.5%
White and Black Caribbean	6	0.3%

Gender reassignment

At Whitley Bay High School we do not collect or publish data on Gender reassignment of students. We support gender reassignment students in line with the Equality Act 2010. Please refer to our **Equality Policy** for details.

Religion or Belief

We respect and celebrate the diversity of our school community and are committed to creating an inclusive environment where everyone feels valued, regardless of their faith or beliefs. Please refer to our **Equality Policy** for details.

Sex	Count	% of Total
Male	930	51.64
Female	871	48.36

Additional Characteristics

English as an Additional Language	Count	% of Total
Yes	76	4.2%
No	1725	95.8%
Free School Meals Eligibility	Count	% of Total
Yes	169	9.4%
No	1632	90.6%
Post-Looked after Children	Count	% of Total
Yes	22	1.2%
No	1779	98.8%
Undeclared		
Looked after Children	Count	% of Total
Yes	5	0.3%
No	1796	99.7%
Pupil Premium	Count	% of Total
Yes	169	9.4%
No	1632	90.6%
Special Educational Needs	Count	% of Total
Yes	238	13.2%
No	1563	86.8%
Special Educational Identified Needs	Primary Need	Secondary Need
EHCP	52	
ARP	6	
SEN Support	186	
Specific Learning Difficulty	62	13
Moderate Learning Difficulty	7	3
Social, emotional and mental health	70	31
Speech, Language and Communication Needs	36	19
Hearing Impairment	3	1
Vision Impairment		
Physical Disability	8	1
Autistic Spectrum Disorder	33	15
SEN support but no specialist assessment of type of need	8	
Other Difficulty / Disability	11	3
Not officially on the register – Monitoring	16 (not included in SEN total)	
Service Children	Count	% of Total
Yes	15	0.8%
No	1786	99.2%
Young Carer	Count	% of Total
Yes	53	2.9%
No	1748	97.1%
Undeclared		

EQUALITY DATA – STAFF PROFILE 2024-25

	2023-2024	2024-2025
Total number of members of staff (excluding Exam invigilators) in school including those on temporary contracts	182	184
Male	62	59
Female	120	125

Teaching Staff	2023-2024	2024-2025
Male	43	43
Female	70	72

Support Staff	2023-2024	2024-2025
Male	19	16
Female	50	53

Age Profile of Staff			
Age Range	2023-2024	2024-2025	Average of length of service (years)
16-19	0	0	N/A
20-29	34	35	2.4
30-39	59	55	8.5
40-49	51	56	11.5
50-59	33	34	15.3
60+	5	4	14.5

EQUAL OPPORTUNITIES MONITORING FOR JOB APPLICATIONS SEPTEMBER 2024 – AUGUST 2025

(Not all candidates' complete parts or any of this form, hence total numbers may not add up)

Job Title	Number of applicants	Males	Females	Non Binary	Transgender	Prefer not to say	Shortlisted Candidates					Successful candidates
							Male	Female	Non Binary	Transgender	Prefer not to say	
Premises Assistant	1	0	0	0	0	1	0	0	0	0	0	Did not shortlist nor appoint
Student Support Assistant x2	6	2	4	0	0	0	1	2	0	0	0	2 x F
Premises Assistant	1	1	0	0	0	0	1	0	0	0	0	1 x M
Reprographics Technician	5	1	4	0	0	0	0	2	0	0	0	1 x F
History Teacher	23	9	13	0	0	1	1	4	0	0	0	1 x F
English Teacher (maternity Cover)	12	2	10	0	0	0	3	2	0	0	0	1 x F
Maths Teacher (maternity cover)	11	4	7	0	0	0	2	2	0	0	0	1 x M
Student Support Assistant	1	0	1	0	0	0	0	1	0	0	0	1 x F
Administrative Assistant- Student Reception & First Aid	17	0	16	0	0	1	0	4	0	0	0	1 x F
Science Teacher x 2	16	4	9	0	0	3	3	2	0	0	0	2 x M
Science Teacher (maternity cover)	14	5	6	0	0	2	0	0	0	0	0	Did not shortlist nor appoint

EQUAL OPPORTUNITIES MONITORING FOR JOB APPLICATIONS SEPTEMBER 2024 – AUGUST 2025

(Not all candidates' complete parts or any of this form, hence total numbers may not add up)

Job Title	Number of applicants	Males	Females	Non Binary	Transgender	Prefer not to say	Shortlisted Candidates					Successful candidates
							Male	Female	Non Binary	Transgender	Prefer not to say	
Assistant Food Technology Technician	3	0	3	0	0	0	0	2	0	0	0	1 x F
Learning Support Assistant	6	1	5	0	0	0	1	1	0	0	0	Did not appoint

MONITORING OF AGE

Job Title	16-19	20-29	30-39	40-49	50-59	Over 60	Age range of successful candidate
Premises Assistant	0	0	0	0	0	0	Did not shortlist nor appoint
Student Support Assistant x2	0	4	0	2	0	0	2 x 20-29
Premises Assistant	0	0	0	0	0	1	Over 60
Reprographics Technician	0	0	2	2	1	0	50-59
History Teacher	0	18	2	3	0	0	20-29
English Teacher (maternity Cover)	0	6	3	1	1	0	20-29
Maths Teacher (maternity cover)	0	5	4	2	0	0	20-29
Student Support Assistant	0	1	0	0	0	0	20-29

MONITORING OF AGE

Job Title	16-19	20-29	30-39	40-49	50-59	Over 60	Age range of successful candidate
Administrative Assistant- Student Reception & First Aid	0	5	4	3	2	0	50-59
Science Teacher x 2	0	8	1	3	2	0	2 x 20-29
Science Teacher (maternity cover)	0	3	5	1	3	0	Did not shortlist nor appoint
Assistant Food Technology Technician	0	0	0	1	1	1	40-49
Learning Support Assistant	0	1	1	2	2	0	Did not appoint

SENSITIVE INCIDENTS – 2023-2025 (as of 17th Sept 2025)

TYPE OF INCIDENT	YEAR 9		YEAR 10		YEAR 11		YEAR 12		YEAR 13	
	24-25	23-24	24-25	23-24	24-25	23-24	24-25	23-24	24-25	23-24
Disability	3	0	0	1	0	0	0	0	0	0
Gender/Transphobic	0	1	0	0	0	0	0	0	0	0
Homophobic	3	0	1	1	2	1	0	0	0	0
Racist	12	9	5	6	3	1	0	0	0	0
Sexist	1	0	1	1	1	0	1	0	0	0
Substance Use	2	1	2	2	2	1	0	0	0	0
E-Safety	13	12	13	6	3	3	2	5	1	4
Vape*	2	N/A	0	N/A	0	N/A	0	N/A	0	N/A

*Vape category was added January 2025