



# Birkenhead Sixth Form College

## PUBLIC SECTOR EQUALITY DUTY REPORT

<b>Approved by:</b>	Paula Blakemore, Director of Human Resources	<b>Date:</b> 6 April 2024
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<b>Next approval by LGB:</b>	June 2025
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## 1. Aims

Birkenhead Sixth Form College ('the College') aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- **Eliminate discrimination** and other conduct that is prohibited by the Equality Act 2010.
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it.
- **Foster good relations** across all characteristics – between people who share a protected characteristic and people who do not share it.

## 2. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the Public Sector Equality Duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives
- This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

## 3. Roles and responsibilities

The College will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated, including to staff, students, and parents.
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years.
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Vice Principal.
- The Vice Principal will also promote knowledge and understanding of the equality objectives among staff and students.

## 4. Eliminating discrimination

The College is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training at the start of every academic year.

## 5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the College aims to advance equality of opportunity by:

- Removing or minimizing disadvantages suffered by people that are connected to a particular characteristic they have (e.g. students with disabilities)

In fulfilling this aspect of the duty, the College will:

- Review attainment data each academic year showing how students with different characteristics are performing.
- Analyze the data referenced above to determine strengths and areas for improvement and implement actions in response.

## 6. Fostering good relations

The College aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our pastoral curriculum.
- Working with our local community. This includes inviting leaders of local faith groups to run clubs as part of our enrichment programme.
- Developing links with people and groups who have specialist knowledge about particular characteristics which helps inform and develop our approach.

## 7. Equality considerations in decision-making

The College ensures it has due regard to equality considerations whenever significant decisions are made.

The College always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the College considers whether the trip:

- Is accessible to students with disabilities.
- Has equivalent facilities for boys and girls.

## 8. Equality objectives

### Objective 1

To monitor the attainment of students with protected characteristics; including students with learning difficulties and disabilities; students from minority ethnic groups and students on Free College Meals, to ensure any gaps are closed.

## Objective 2

To deliver up-dated equality and diversity staff training annually.

## Objective 3

To monitor the recruitment and application process for staff and students to ensure any reasonable adjustments are made when required.

## 9. Monitoring arrangements

The Vice Principal will update the equality information we publish at least every year.

This document will be approved by the local governing board.

## 10. Compliance with PSED

The College's outcomes demonstrate compliance with the general duty and the equality objectives.

The Sixth Sense Analytics Report for A-Level Exam outcomes in 2023, published by the Sixth Form Colleges Association, shows exceptional progress for students at the College, including all groups with protected characteristics.

The graphs at Appendix 1 below show the cohort breakdown and progress analysis, with a value added at 0.28. The author of the report, Nick Allen confirms that the College is one of only 7 colleges in the UK to score above 0.2 which is equal to 1 in 5 students getting a grade above what would be expected on the basis of their GCSE scores.

The detailed cohort breakdown analysis at Appendix 2 shows the extent to which groups with protected characteristics have made exceptional progress; notably:

- Ethnic students: 0.36
- Students from the bottom income quartile: 0.26
- FCM students: 0.25
- Students with learning difficulties or disabilities: 0.14

This data shows the College outperforming the national picture on every metric.

The Sixth Sense Analytics Report for BTEC outcomes in 2023, published by the Sixth Form Colleges Association, shows similar exceptional progress for students at the College studying the AGQs.

The graphs at Appendix 3 and 4 shows the student profile and the performance by E&D category in the BTEC Extended Certificate and Diploma programmes.

Appendix 1:

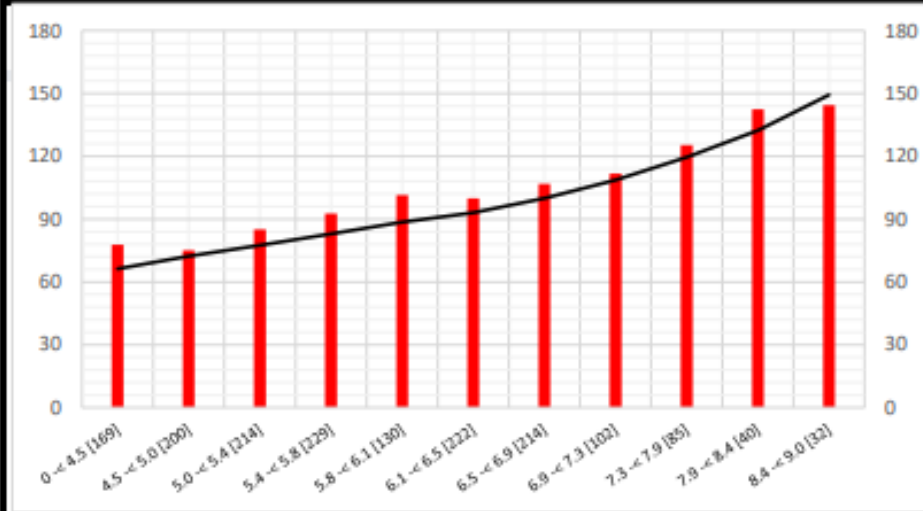
**Sixth Sense: A level Report 2023- Birkenhead Sixth Form College**

**Birkenhead Sixth Form College: A level - all subjects: 2022-23**

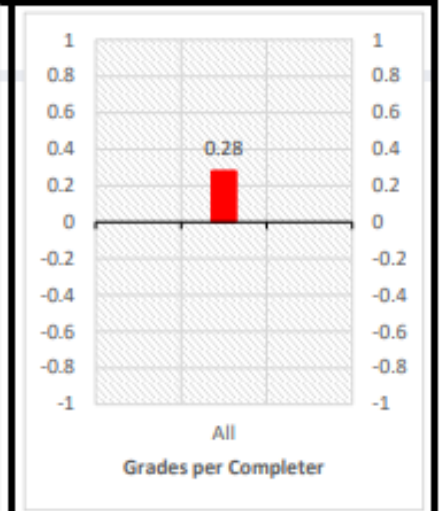
**(1) Student Profile**

Entries	Gender			Ethnicity			Prior attainment			National Reference Data			
	All	Male	Female	White	EM		Below 5.4	5.4-<6.9	6.9+	Ave GCSE	Number of Centres	Average cohort size	Average GCSE Score
1637	38	62		90	10		36	49	16	5.8	87	1740	6.6

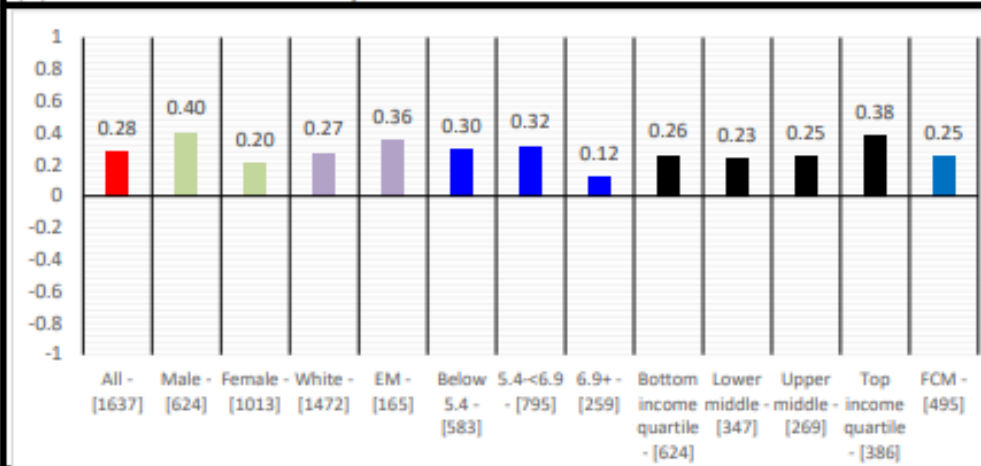
**(2) Points Per Entry**



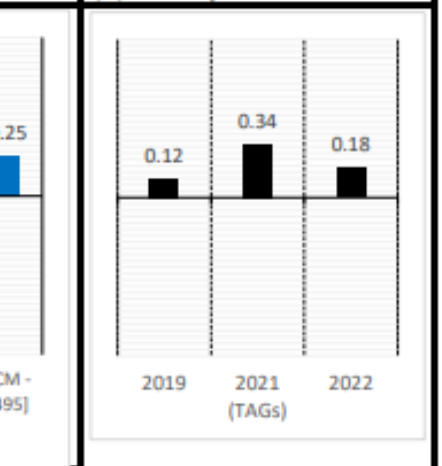
**(3) VA Score**



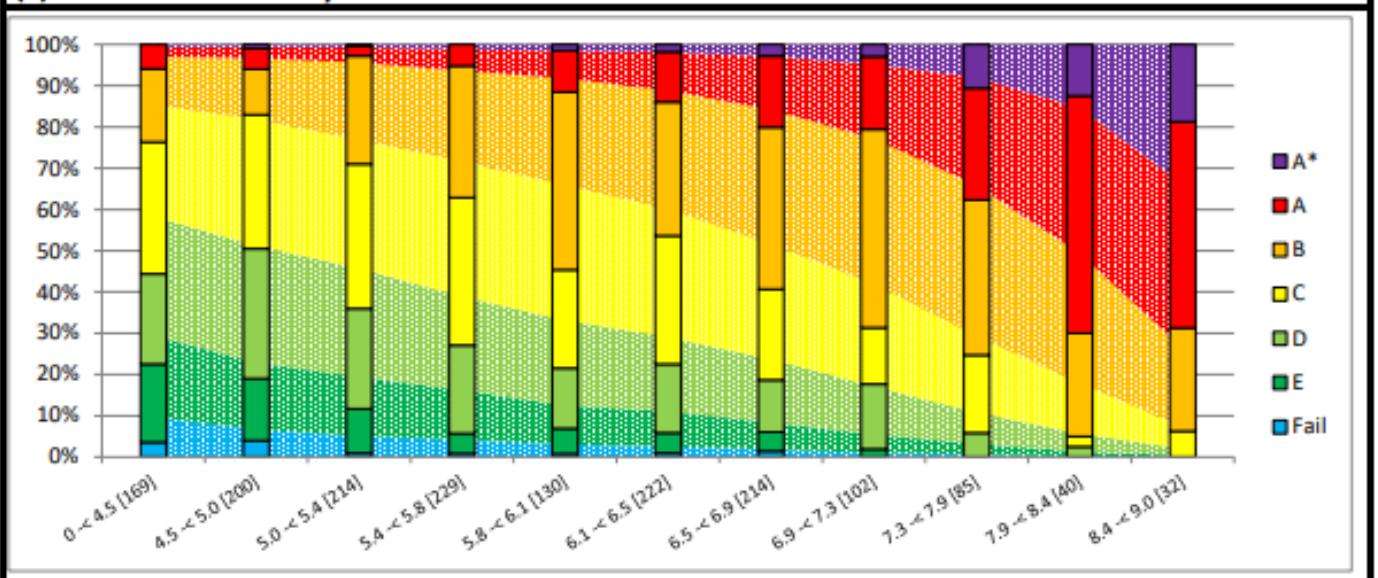
**(4) Cohort Breakdown Analysis**



**(5) History**



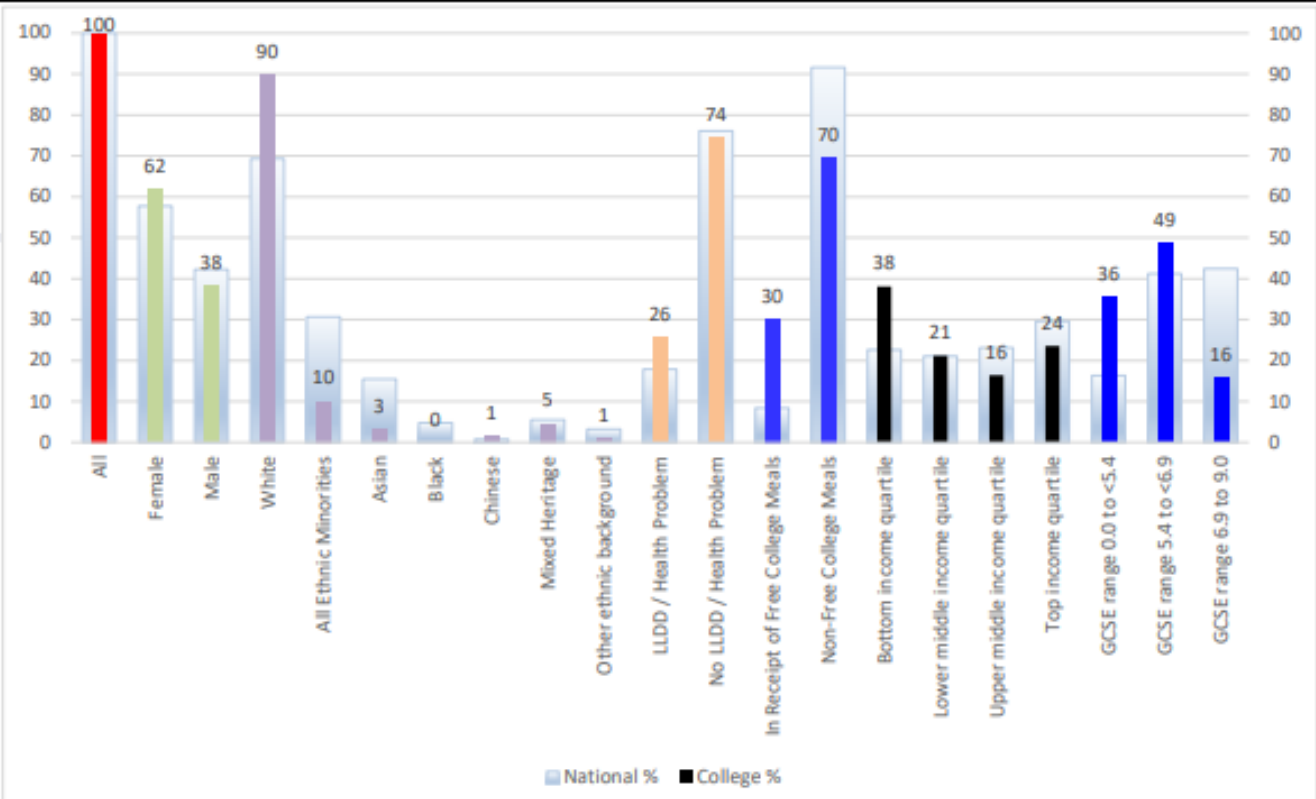
**(6) Seven Outcomes Analysis**



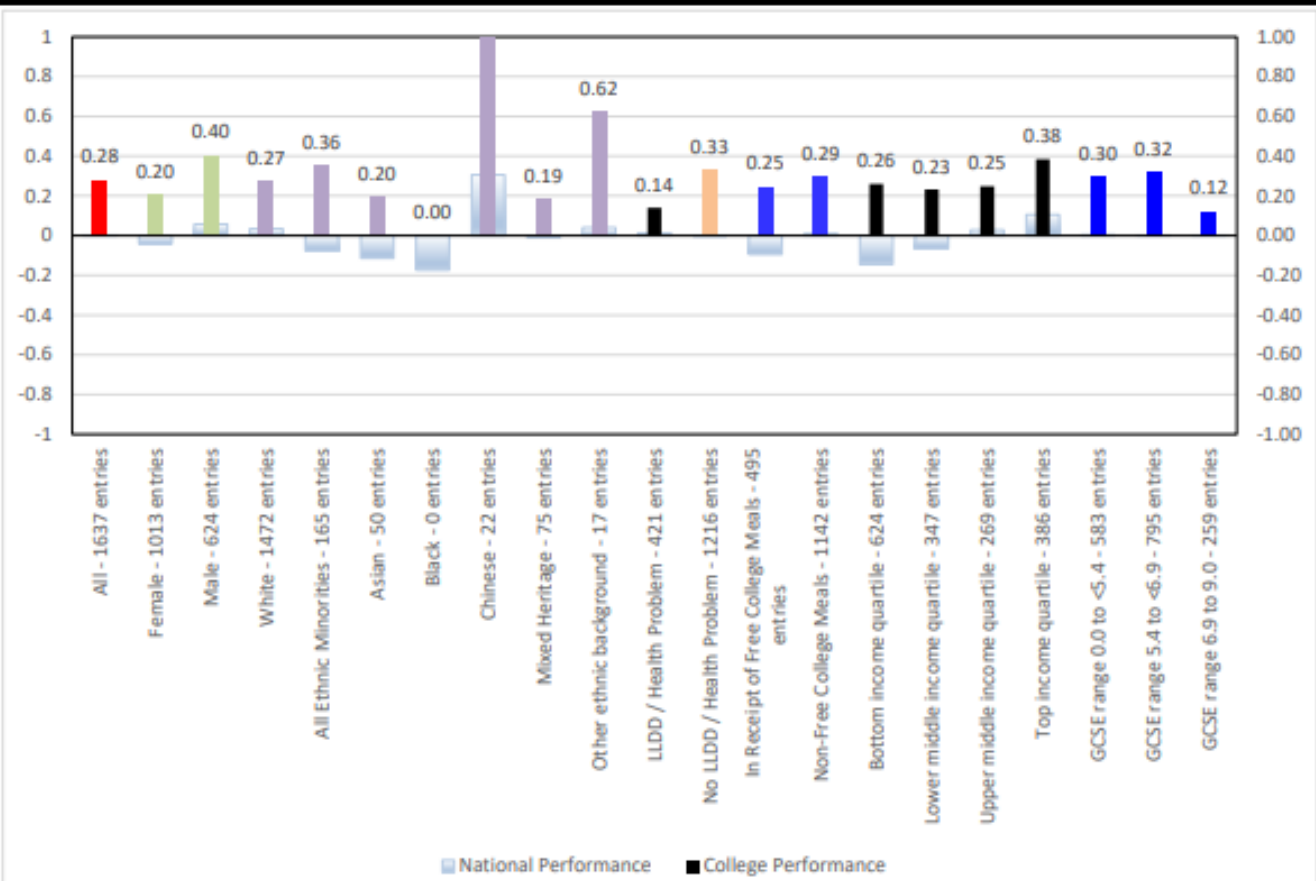
Sixth Sense: A level Report 2023- Birkenhead Sixth Form College

Birkenhead Sixth Form College: Cohort Breakdown Analysis: 2022-23

(1) Student Profile



(2) Progress Analysis



Appendix 3:

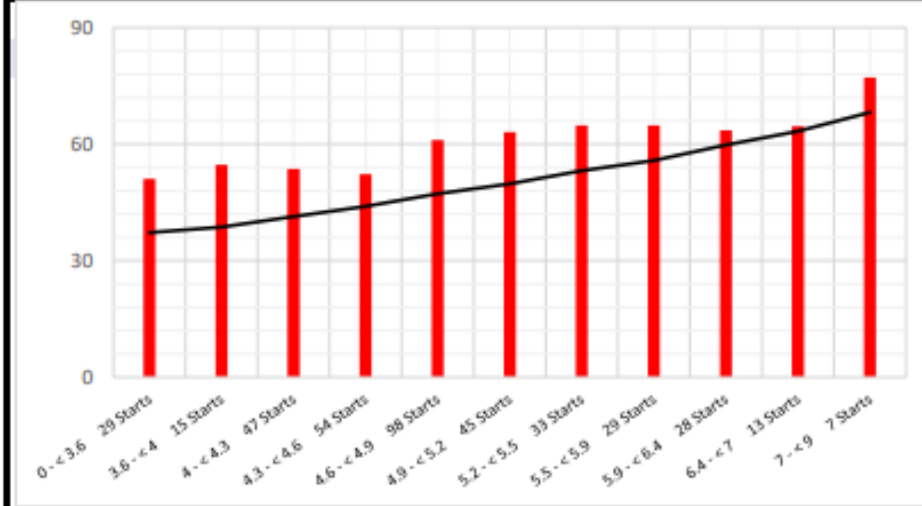
# Sixth Sense (Applied General): Vocational Grades Analysis

## Birkenhead Sixth Form College: BTEC Extended Certificate (RQF): 2022-23

### (1) Student Profile

	Gender			Ethnicity			Prior attainment			Ave GCSE	National Reference Data		
	All	Male	Female	White	EM		Below 4.3	4.3 - 5.5	5.5+		Number of Centres	Average cohort size	Average GCSE Score
Entries	398	51	49	87	13		23	58	19	4.9	80	189	5.2

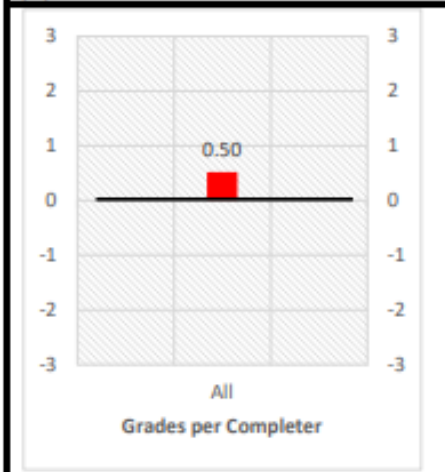
### (2) Points Per Entry



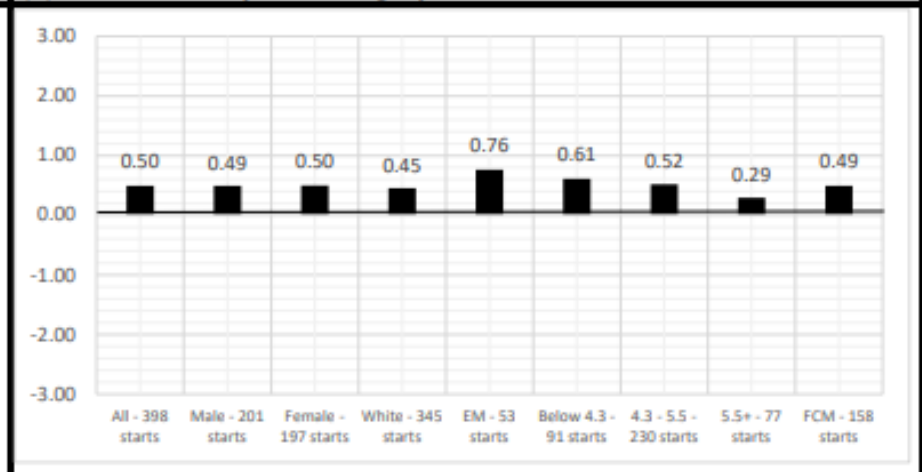
GCSE Band	% D +	Ave Grade
7 - < 9	89.4	D*/D
6.4 - < 7	81.4	D
5.9 - < 6.4	74.1	D
5.5 - < 5.9	65.3	D
5.2 - < 5.5	58.7	D/M
4.9 - < 5.2	50.3	D/M
4.6 - < 4.9	43.4	D/M
4.3 - < 4.6	34.8	M
4 - < 4.3	30.3	M
3.6 - < 4	24.6	M
0 - < 3.6	22.6	M

Benchmarks used: BTEC Extended Certificate (RQF)

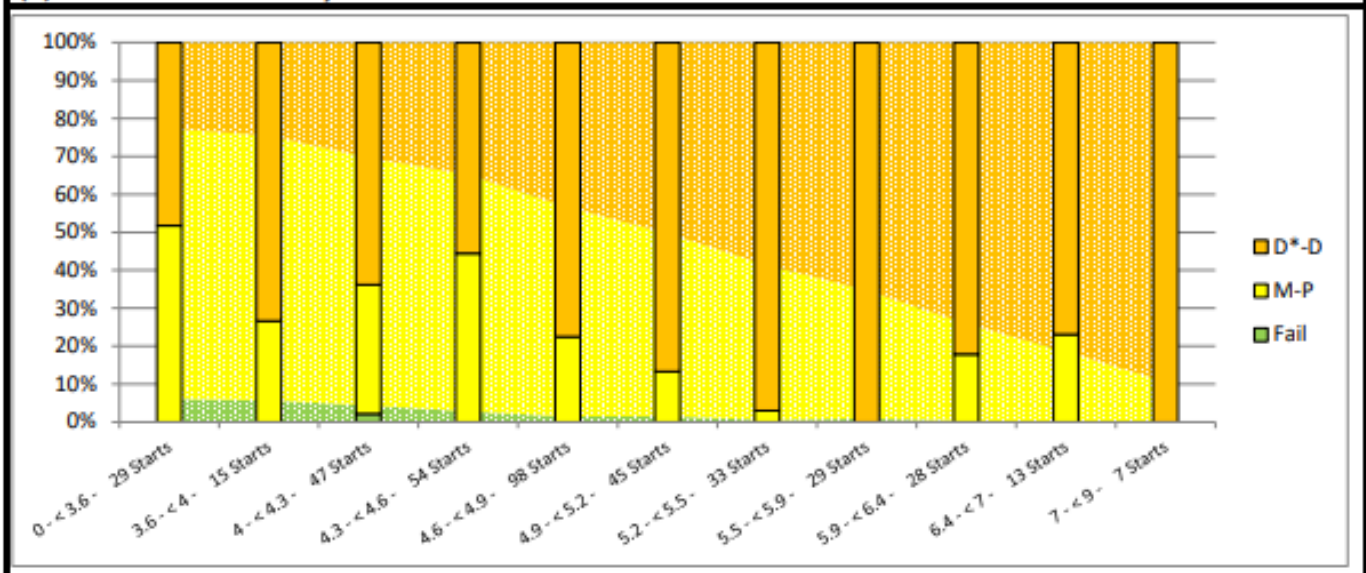
### (3) Value Added Score



### (4) Performance by E&D Category



### (5) Three Outcomes Analysis



Appendix 4:

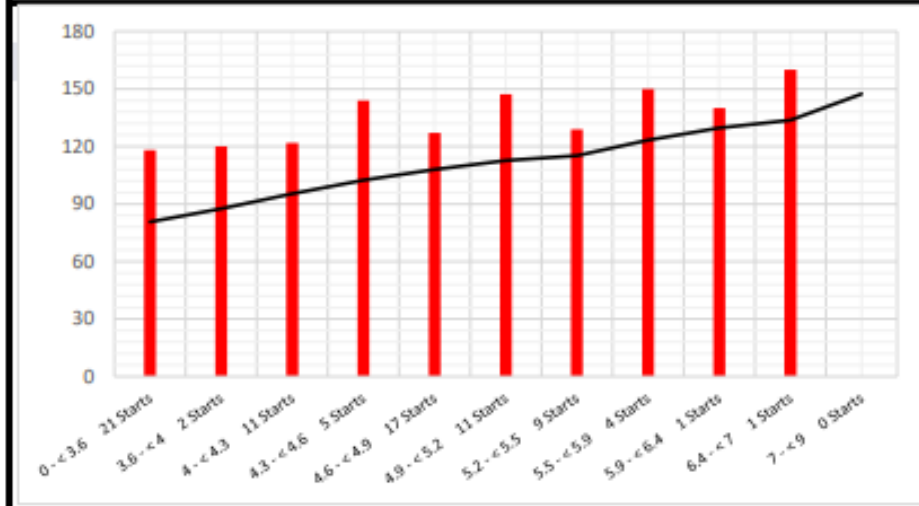
## Sixth Sense (Applied General): Vocational Grades Analysis

### Birkenhead Sixth Form College: BTEC Diploma (RQF): 2022-23

#### (1) Student Profile

	Gender			Ethnicity			Prior attainment			National Reference Data			
	All	Male	Female	White	EM		Below 4.3	4.3 - 5.5	5.5+	Ave GCSE	Number of Centres	Average cohort size	Average GCSE Score
Entries	82	39	61	93	7		41	51	7	4.5	61	63	4.8

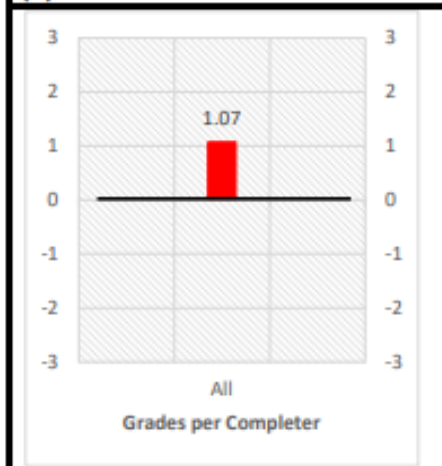
#### (2) Points Per Entry



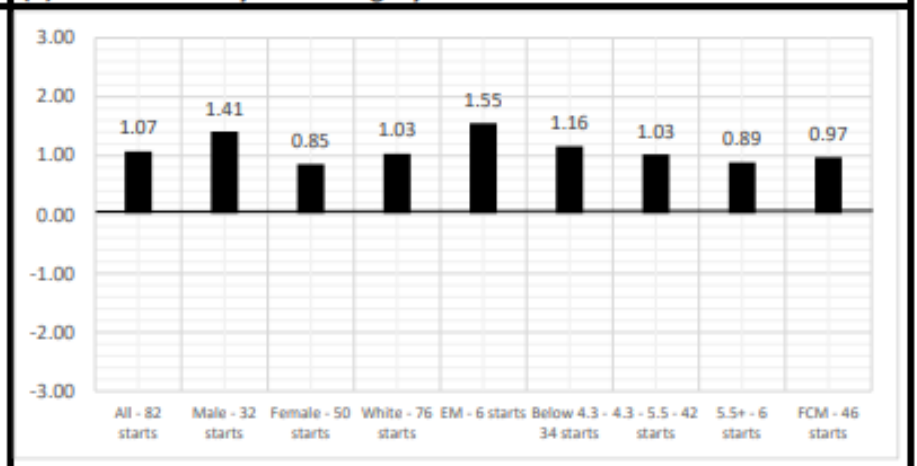
GCSE Band	% D +	Ave Grade
7 - < 9	99.3	D*D
6.4 - < 7	90.8	D*D
5.9 - < 6.4	88.1	DD
5.5 - < 5.9	86.6	DD
5.2 - < 5.5	79.6	DD
4.9 - < 5.2	76.7	DD
4.6 - < 4.9	72.9	DM
4.3 - < 4.6	67.5	DM
4 - < 4.3	57.6	DM
3.6 - < 4	49.0	MM
0 - < 3.6	39.6	MM

Benchmarks used: BTEC Diploma (RQF)

#### (3) Value Added Score



#### (4) Performance by E&D Category



#### (5) Three Outcomes Analysis

