

Dear Dr Karamat Iqbal,

Thank you for your Freedom of Information request dated 27 March 2020 regarding Great Barr Academy.

Within the first part of the request, you asked for: "Data, as percentage of the overall, on Bangladeshi, Black Caribbean, Indian, Pakistani and White heritage students, employees (teachers, non-teaching employees), by grade, and governors of the school."

In accordance with our Safeguarding/Child Protection Policy and Data Protection Policy, we are unable to provide the requested percentage by grade. In respect of our duty to protect the personal information of our students and workforce, providing this information could lead to the positive identification of a child or staff member and therefore cannot be shared. However, please see below a breakdown of the ethnicity figures for our students on roll as a whole:

- Bangladeshi: 9%
- Black Caribbean: 9%
- Indian: 7%
- Pakistani: 14%
- White heritage: 22%
- Other 39%

In regards to the figures for our current workforce, please find the requested information below:

- White 73.66 %
- Indian 5.35 %
- Black 5.35 %
- Other 7.14
- Not obtained 8.5%

In regards to the figures for our Academy Council, please find the requested information below:

- White - 83%
- Black - 17%

Within the second part of the request you asked for: "Details of any Positive Action programmes to address any under-representation in the workforce and governing body of any of the above groups."

I can confirm that we adhere to the equality policies and objectives as set out by Shaw Education Trust. A copy of these can be found on the school website and is attached for your reference.

We apologise that we are unable to provide the information specified within the first part of your request; however, we hope the information provided is still able to meet your needs and that you understand the measures taken to protect the integrity of our staff and student data.

If you require any further information or would like to discuss this matter, please do not hesitate to get in touch.

Kind regards,

**Satty Bhogal**

**HR Officer**