

Good evening Dr Iqbal

Further to my email to you of the 13<sup>th</sup> October 2020 at 15:54, colleagues have worked on the remaining elements of your request on the basis it is as I attempted to clarify in that email.

I am now able to provide some of the information you have requested. This is because we don't hold all of the information you have requested.

Where we have this information, it is shown in the tables below.

**% of total in group:**

<b>Group</b>	<b>Students as percentage of the overall number of students</b>	<b>Teachers as percentage of the overall number of staff</b>	<b>Non-teaching employees as percentage of the overall number of staff</b>	<b>Governors as percentage of the overall total membership of the governing body</b>
Bangladeshi	9.65%	4.71%	1.08%	Data not held
Black Caribbean	0.10%	2.35%	5.38%	Data not held
Indian	0.30%	4.71%	5.38%	Data not held
Pakistani	62.30%	11.76%	27.96%	Data not held
White	1.08%	21.18%	25.81%	Data not held

**Breakdown of Teaching Staff:**

<b>"Grade" (taken to mean pay spine/scale)</b>	<b>Bangladeshi as percentage of overall headcount of teaching staff across all pay spines</b>	<b>Black Caribbean percentage of overall headcount of teaching staff across all pay spines</b>	<b>Indian percentage of overall headcount of teaching staff across all pay spines</b>	<b>Pakistani percentage of overall headcount of teaching staff across all pay spines</b>	<b>White percentage of overall headcount of teaching staff across all pay spines</b>
Unqualified scale	1.18%	0.00%	0.00%	0.00%	0.00%
Main pay scale	0.00%	1.18%	1.18%	2.35%	0.00%
Upper pay scale	1.18%	1.18%	0.00%	3.53%	15.29%
Lead practitioner spine	1.18%	0.00%	0.00%	2.35%	2.35%

Leadership spine			3.53%	1.18%	1.18%
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#### **Breakdown of Non-teaching Staff:**

<b>Grade</b>	<b>Bangladeshi</b> as percentage of overall headcount of teaching staff across all pay spines	<b>Black Caribbean</b> percentage of overall headcount of teaching staff across all pay spines	<b>Indian</b> percentage of overall headcount of teaching staff across all pay spines	<b>Pakistani</b> percentage of overall headcount of teaching staff across all pay spines	<b>White</b> percentage of overall headcount of teaching staff across all pay spines
Grade 1					
Grade 2		1.08%	2.15%	16.13%	9.68%
Grade 3	1.08%	1.08%	1.08%	5.38%	4.30%
Grade 4		1.08%	1.08%	2.15%	3.23%
Grade 5				1.08%	1.08%
Grade 6					
Grade 7	Data for Grade 7 withheld as would enable identification of an individual				

The information in the tables above is partial. This is because in a number of circumstances, staff and governors are given the option to decline to give details of their heritage, so the tables above only contain information where heritage data has been voluntarily declared.

Where heritage data has been declared as part of the recruitment process, these details are removed from personnel records at the time of shortlisting. Whilst such information is passed to Birmingham City Council, it is not retained at school level and we have been unable to interrogate it for you.

As the school is a community school maintained by Birmingham City Council, you may be able to approach Birmingham City Council ([https://www.birmingham.gov.uk/info/20154/foi\\_and\\_data\\_protection/408/make\\_a\\_freedom\\_of\\_information\\_request](https://www.birmingham.gov.uk/info/20154/foi_and_data_protection/408/make_a_freedom_of_information_request)) and frame your request in such a way that they may be able to draw on payroll/workforce information they hold which might be of relevance to your enquiry.

I thank you for your patience during the Covid19 pandemic and trust that we have provided you with the information you have requested to the extent that we are able to.

Yours sincerely

Matthew Clements-Wheeler FISBL FRSA  
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