

Equality, Diversity and Inclusion KPI's – CYP & Education

Quarter 4 2022-2023 & 2022-23 Academic
update

12th October 2023

Recap on previous CYP priorities with progress

<p>Ensuring that we are recording and analysing the right equalities data both in relation to measuring outcomes for children and young people through the services we provide and in relation to the employees across the services.</p>	<p>All systems have been checked to ensure there is the capability to record protective characteristics.</p> <p>Regular data quality reports are run to identify gaps in reporting and this continues to be an area of focus in team meetings and supervision</p> <p>Data and Analytics have produced a service wide data set with the protective characteristics for all areas</p> <p>A deep dive of the match between foster carer and adopter ethnicity compared to the young people's ethnicity has been undertaken. This showed there are fewer foster carer of mixed heritage background than there are children in foster care and more black foster carers than there are black children in care.</p> <p>For adoption this showed there 60.4% of approved adopters are recorded as White ethnicity, compared to 53.3% of children / young people awaiting adoption placements. Almost a third (30.2%) of approved adopters are from Asian ethnicities, while there are currently no children / young people of Asian ethnicities awaiting adoption (0%)</p>
<p>To understand from frontline practitioners how we are supporting CYP with protected characteristics and promoting diversity.</p>	<p>Through regular practice week quality assurance activity, senior leaders talk to staff about promoting diversity, they look through children's records and also discuss in supervision/ team meetings</p>
<p>To develop a Children's Services pledge to support our actions both internally and with key partners such as schools, health and wider partnership boards.</p>	<p>The pledge has been written and approved</p>
<p>To ensure service priorities and equality actions are informed by the experiences of the children and young people we work with.</p>	<p>Participation and co-production with young people is an ongoing focus for our work. There are a number of young people forums (CiC Council, Care Leavers Forum, Hi5). Young people are consulted on proposed changes to service provision e.g. holiday activities. Young people have supported staff to arrange events to celebrate and recognise key religious and cultural days</p>
<p>To ensure the Children's workforce is reflective of the City's diversity and equip them with the right tools to challenge inequalities and promote diversity through the services we provide.</p>	<p>Data is available from HR. All recruitment panels are diverse.</p> <p>Advanced practitioners have developed and delivered cultural competency training to staff</p>

Our Childrens Service Pledge

In Children's Services we want to know the children, young people, and families we work with and understand what makes them unique. This will enable us to co-produce and deliver services that address inequalities of experience and outcomes.

We pledge to do this by:

Putting the children's and families' voice at the centre of all that we do

Ensuring service priorities are informed by the experiences of the children and young people we work with

Making sure we have the right data to measure outcomes for children, young people and families

Making sure we have the right data to support us having a Children's workforce that is reflective of the city's diversity

Equipping all colleagues to challenge inequalities and promote diversity

Working with schools and partners to foster a culture of belonging and inclusivity for all children and young people

Performance Overview

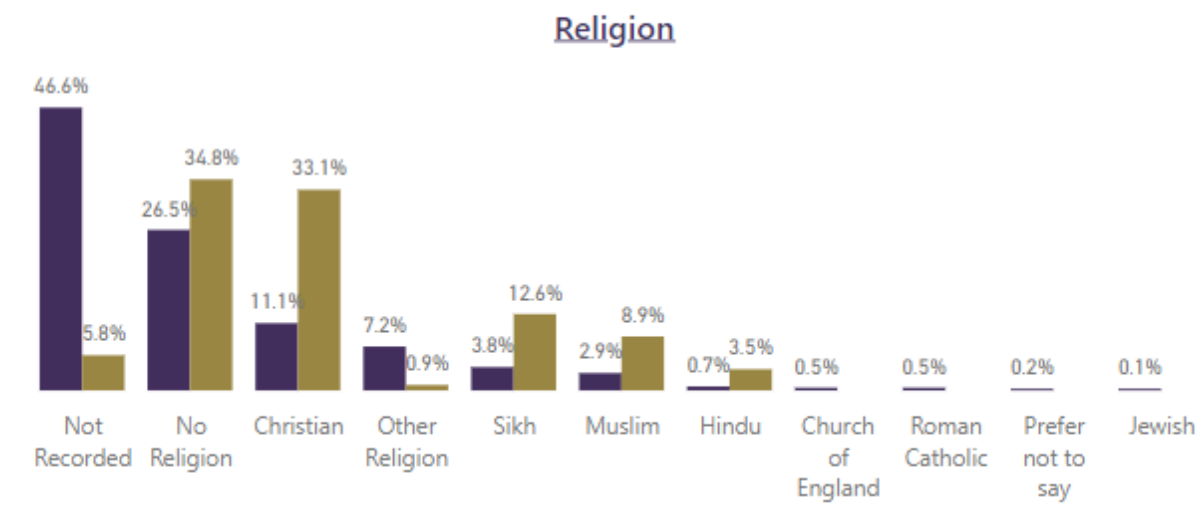
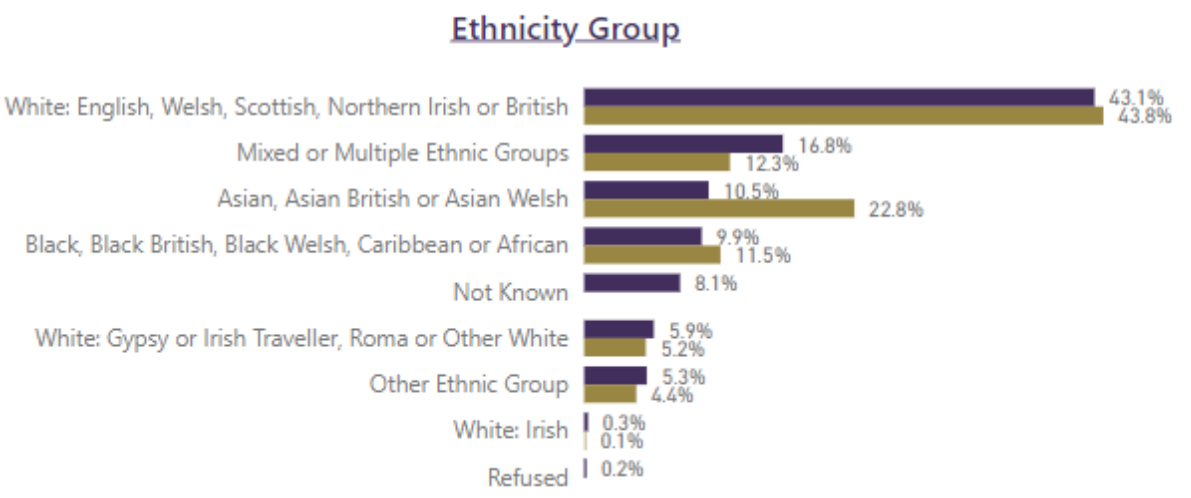
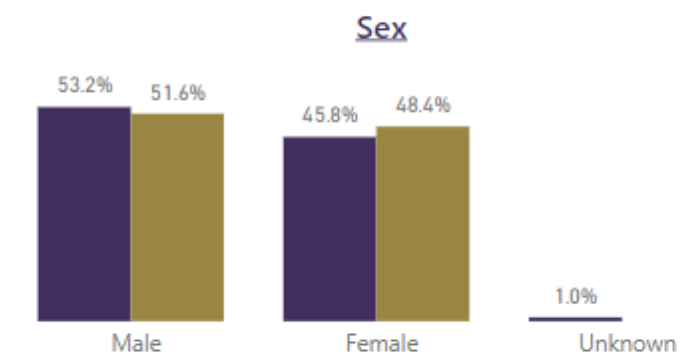
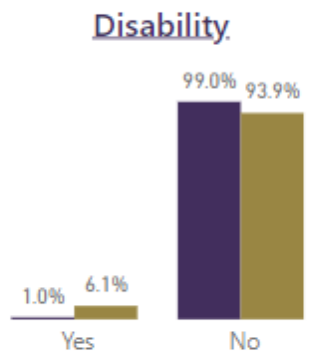
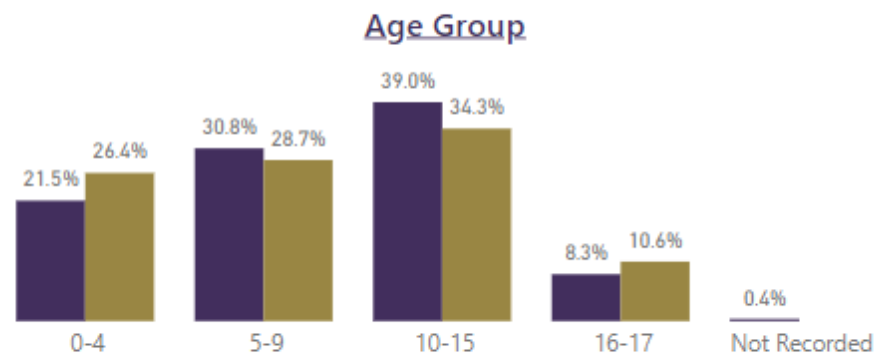
Equality Diversity and Inclusion

Protected Characteristic	Performance
Age	<p>Data for individuals in the Early Intervention, CIN and CAYPIC cohorts shows an underrepresentation of children in the younger age groups (0-9) with an overrepresentation in young people aged 10-17, whereas the opposite is true for the CP cohort with an 8.9% increase in those aged below 5. There is also an overrepresentation of the younger age groups in the Adoption pipeline cohort, with no individuals in the pipeline aged between 10 and 17.</p>
Disability	<p>Individuals open to Early Intervention or in the adoption pipeline show an underrepresentation of children with a disability, however, there is an increased proportion of individuals with a disability in the CIN and CaYPIC cohorts, the proportion of young people on a CP plan with a disability remains consistent with the 0-17 Wolverhampton population and disability information is not available for first time entrants to the youth justice system.</p>
Sex	<p>There is an overrepresentation of males in all of the cohorts, some cohorts such as Early Intervention, CIN and CP remain largely consistent with the census data, however, the Adoption cohort has 8.8% more male representation than the census population and 78.9% of first time entrants to the youth justice system in the last 6 months were male.</p>
Ethnicity	<p>There is an underrepresentation of children and young people from an Asian or Asian British background in all of the cohorts with no young people of this ethnicity group in the adoption pipeline. The percentage of individuals with unknown ethnicity has increased in the Early Intervention, CIN, CP and CAYPIC cohorts. Ethnicity is known for all individuals in the adoption pipeline and first time entrants cohorts.</p>
Religion	<p>There has been an increase in the percentage of individuals where their religion is not recorded for Early Intervention, CIN, CP, CAYPIC and adoption pipeline cohorts, however religion coverage for first time entrants to the youth justice system has improved significantly with the percentage not recorded reducing from 82.4% in Q2 to 57.9% at the end of Q4 2022/23.</p>

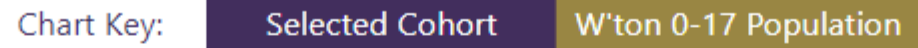
EDI KPI Measure	Early Intervention cohort protected characteristic breakdown compared to 0-17 population within Wolverhampton (Census 2021)	Indicator	Group	2022-23 Q2	2022-23 Q4	Change (%)	Census 2021
<p>Performance:</p> <p>The largest underrepresentation of an age group for the Early Intervention cohort is seen in 0-4 year olds with 4.9% less than the percentage for the Wolverhampton 0-17 population, whilst there is an overrepresentation of 10-15 year olds by 4.7%.</p> <p>There remains an under representation (5.1%) of children and young people with a disability and an underrepresentation of females by 2.6%.</p> <p>The largest disproportionality for ethnicity is seen in the Asian or Asian British ethnicity group, 12.3% less than the percentage seen across the Wolverhampton 0-17 population. There has been a 0.8% increase in the percentage of the Early Intervention cohort where the ethnicity it not known.</p> <p>There has been a significant increase (11.5%) in the percentage of individuals for whom religion is not recorded and most religions show an underrepresentation when compared to the census data, Christian seeing the largest underrepresentation with 22% less.</p> <p>Agreed Next Steps/Actions to Date:</p> <ul style="list-style-type: none"> Continuing drive to enhance recording of protected characteristics To better understand and address the disparities in ethnicity and religious representation of children in all areas across the safeguarding pathway. Using partnerships boards across the city to ensure harder to reach groups are considered 	Age	0-4	26.5%	21.5%	-5.0%	26.4%	
		5-9	29.0%	30.8%	+1.8%	28.7%	
		10-15	36.0%	39.0%	+3.0%	34.3%	
		16-17	7.5%	8.3%	+0.8%	10.6%	
		18+	-	-	-	-	
		Not Recorded	1.0%	0.4%	-0.6%	-	
		Disability	Yes	1.1%	1.0%	-0.1%	6.1%
	No		98.9%	99.0%	+0.1%	93.9%	
	Sex	Male	51.4%	53.2%	+1.8%	51.6%	
		Female	46.9%	45.8%	-1.1%	48.4%	
		Unknown	1.7%	1.0%	-0.7%	-	
		Indeterminate	-	-	-	-	
	Ethnicity Group	White: English, Welsh, Scottish, Northern Irish, British	52.1%	43.1%	-2.8%	43.8%	
		White: Gypsy, Irish Traveller, Roma or Other				5.9%	5.2%
		White: Irish				0.3%	0.1%
		Mixed or Multiple Ethnic Groups	15.1%	16.8%	+1.7%	12.3%	
		Asian or Asian British	10.9%	10.5%	-0.4%	22.8%	
		Black, Black British, Caribbean or African	10.5%	9.9%	-0.6%	11.5%	
		Other	3.8%	5.3%	+1.5%	4.4%	
		Not known	7.3%	8.1%	+0.8%	-	
		Refused	0.4%	0.2%	-0.2%	-	
	Religion	Christian	13.5%	11.1%	-2.4%	33.1%	
		Buddhist	-	-	-	0.1%	
		Hindu	1.6%	0.7%	-0.9%	3.5%	
		Jewish	-	0.1%	+0.1%	-	
		Muslim	4.4%	2.9%	-1.5%	8.9%	
		Sikh	3.3%	3.8%	+0.5%	12.6%	
Church of England		0.5%	0.5%	0.0%	-		
Roman Catholic		0.3%	0.5%	+0.2%	-		
Other		1.8%	7.2%	+5.4%	0.9%		
No Religion		39.3%	26.5%	-12.8%	34.8%		
Not Recorded		35.2%	46.7%	+11.5%	5.8%		

Early Intervention	CIN	CP	CYPIC	Adoption Pipeline	YOT first time entrants
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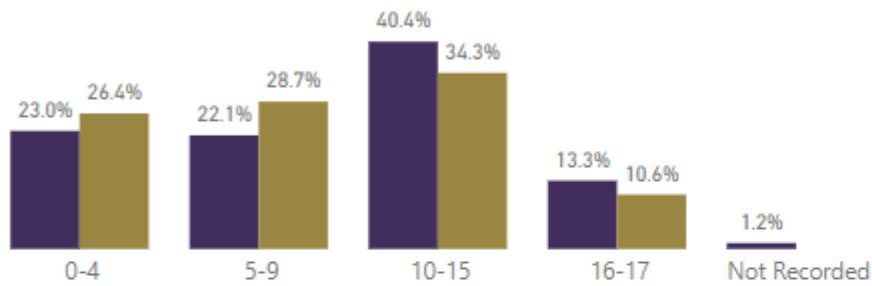
Chart Key: Selected Cohort W'ton 0-17 Population



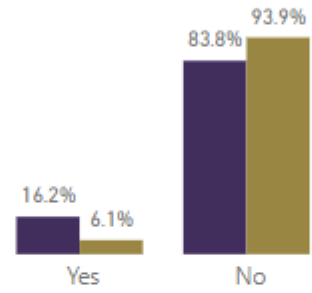
EDI KPI Measure	CIN cohort protected characteristic breakdown compared to 0-17 population within Wolverhampton (Census 2021)	Indicator	Group	2022-23 Q2	2022-23 Q4	Change (%)	Census 2021
		<p>Performance: The largest overrepresentation of an age group for the CIN cohort is seen in 10-15 year olds with 6.1% more than the 0-17 Wolverhampton population, whilst there is an underrepresentation of 5-9 year olds by 6.6%.</p> <p>There is an overrepresentation of children and young people with a disability (+10.1%) while the representation of males and females in the cohort remains largely consistent with the wider population.</p> <p>The largest disproportionality for ethnicity is seen in the Asian or Asian British ethnicity group, 10.4% less than the percentage seen across the Wolverhampton 0-17 population. Cases where ethnicity is not known has risen by 1.1%, although this is not as significant as the increase reported at the end of Q2 (+4.5%).</p> <p>There is a large overrepresentation of individuals in the CIN cohort with no recorded religion when compared to the Wolverhampton 0-17 population (+23.9%). Similar to the Early Intervention cohort, the Christian group is the most</p>	Age	0-4		23.3%	23%
5-9				22.0%	22.1%	+0.1%	28.7%
10-15				40.4%	40.4%	0.0%	34.3%
16-17				11.6%	13.3%	+1.7%	10.6%
18+				-	-	-	-
Not Recorded				2.7%	1.2%	-1.5%	-
Disability	Yes				15.2%	16.2%	+1.0%
No			84.8%	83.8%	-1.0%	93.9%	
Sex	Male			53.9%	52%	-1.9%	51.6%
	Female			42.5%	46.5%	+4.0%	48.4%
	Unknown		3.6%	1.6%	-2.0%	-	
	Indeterminate		-	-	-	-	
Ethnicity Group	White: English, Welsh, Scottish, Northern Irish, British				43.1%	-1.6%	43.8%
	White: Gypsy, Irish Traveller, Roma or Other		48.5%		3.5%		5.2%
	White: Irish				0.3%		0.1%
	Mixed or Multiple Ethnic Groups		17.3%	17.9%	+0.6%	12.3%	
	Asian or Asian British		11.6%	12.4%	+0.8%	22.8%	
	Black, Black British, Caribbean or African		12.7%	12.3%	-0.4%	11.5%	
	Other		4.9%	4.1%	-0.8%	4.4%	
	Not known		5.0%	6.1%	+1.1%	-	
	Refused		-	0.3%	+0.3%	-	
	Religion	Christian		20.1%	16.2%	-3.9%	33.1%
Buddhist			+/- 0%	0.1%	+0.1%	0.1%	
Hindu			2.0%	0.3%	-1.7%	3.5%	
Jewish			0.1%	0.1%	0.0%	-	
Muslim			4.4%	5.2%	+0.8%	8.9%	
Sikh			4.4%	7.2%	+2.8%	12.6%	
Church of England			2.4%	2.7%	+0.3%	-	
Roman Catholic			0.7%	1.4%	+0.7%	-	
Other			3.3%	7.5%	+4.2%	0.9%	
No Religion			43.6%	29.4%	-14.2%	34.8%	
Not Recorded			18.8%	29.7%	+10.9%	5.8%	
<p>Agreed Next Steps/Actions to Date:</p> <ul style="list-style-type: none"> Continuing drive to enhance recording of protected characteristics To better understand and address the disparities in ethnicity and religious representation of children in all areas across the safeguarding pathway. Using partnerships boards across the city to ensure harder to reach groups are considered Ensure the short break offer is sufficient to meets the needs of disabled young people and SEND across the city To develop the 'best start to life' offer through the Family Hubs in order to ensure children receive support at the earliest opportunity 							



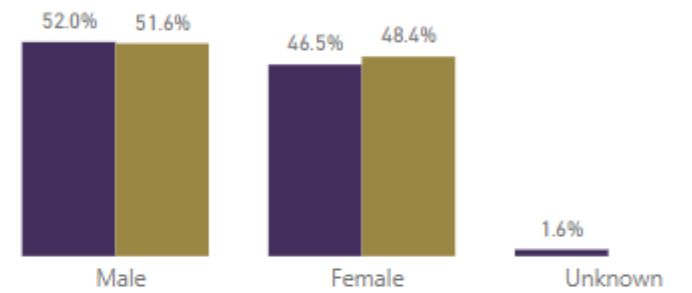
Age Group



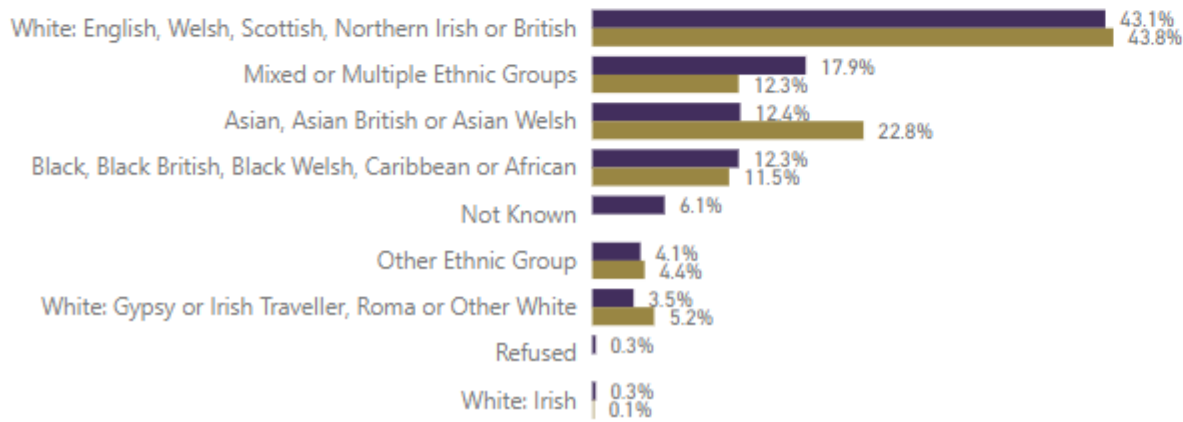
Disability



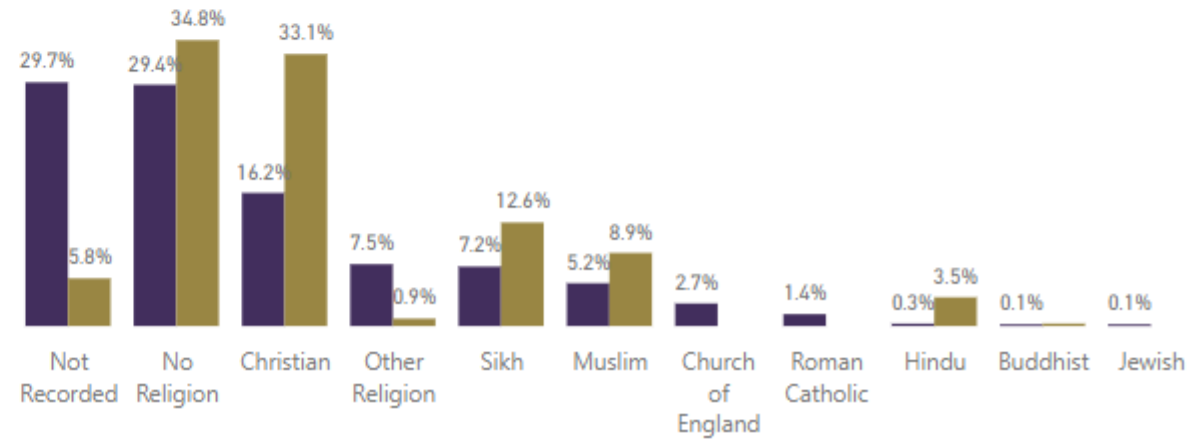
Sex



Ethnicity Group



Religion



EDI KPI Measure	CP cohort protected characteristic breakdown compared to 0-17 population within Wolverhampton (Census 2021)	Indicator	Group	2022-23 Q2	2022-23 Q4	Change (%)	Census 2021	
<p>Performance: The CP cohort data shows an overrepresentation of 15.8% for children in the youngest age group (0-4) with an underrepresentation in young people aged 10-17.</p> <p>The percentage of young people with a disability is slightly lower than in the general population (-0.9%).</p> <p>The data shows a 1.6% increase in the percentage of males in the CP cohort, however, it should be noted that there has been a 2.6% reduction for those where the sex is unknown.</p> <p>Comparison of the ethnicity groups shows the greatest disproportionality is seen with the underrepresentation of individuals from an Asian ethnic background, 14.6% less than the census population data for young people within Wolverhampton. There has been an increase of 3.8% in young people whose ethnicity group is unknown, a larger increase than the change seen in the previous 6 months.</p> <p>Within the religion groups: there has been a significant decrease (-22.8%) in the percentage of young people recorded as having no religion, however, there has been a significant increase in young people where religion is not recorded (+21%).</p> <p>Agreed Next Steps/Actions to Date:</p> <ul style="list-style-type: none"> Continuing drive to enhance recording of protected characteristics To develop the child protection system to be able to respond to risk outside the home To better understand and address the disparities in ethnicity and religious representation of children in all areas across the safeguarding pathway. Using partnerships boards across the city to ensure harder to reach groups are considered 	Age	0-4		33.3%	42.2%	+8.9%	26.4%	
		5-9		31.8%	26.7%	-5.1%	28.7%	
		10-15		26.7%	28%	+1.3%	34.3%	
		16-17		4.7%	2.6%	-2.1%	10.6%	
		18+		-	-	-	-	
		Not Recorded		3.5%	0.4%	-3.1%	-	
		Disability	Yes		3.9%	5.2%	+1.3%	6.1%
		No		96.1%	94.8%	-1.3%	93.9%	
	Sex	Male		51.8%	53.4%	+1.6%	51.6%	
		Female		43.5%	44.8%	+1.3%	48.4%	
		Unknown		4.3%	1.7%	-2.6%	-	
		Indeterminate		0.4%	-	-0.4%	-	
	Ethnicity Group	White: English, Welsh, Scottish, Northern Irish, British				60.8%		43.8%
		White: Gypsy, Irish Traveller, Roma or Other		69.4%		1.7%	-6.9%	5.2%
		White: Irish				-		0.1%
		Mixed or Multiple Ethnic Groups		17.3%		11.2%	-6.1%	12.3%
		Asian or Asian British		3.5%		8.2%	+4.7%	22.8%
		Black, Black British, Caribbean or African		3.5%		8.2%	+4.7%	11.5%
		Other		2.7%		2.2%	-0.5%	4.4%
		Not known		3.5%		7.3%	+3.8%	-
Refused			-		0.4%	+0.4%	-	
Religion	Christian		12.9%		7.8%	-5.1%	33.1%	
	Buddhist		-		-	-	0.1%	
	Hindu		-		1.3%	+1.3%	3.5%	
	Jewish		-		-	-	-	
	Muslim		2.0%		1.7%	-0.3%	8.9%	
	Sikh		2.0%		2.2%	+0.2%	12.6%	
	Church of England		0.4%		0.4%	0.0%	-	
	Roman Catholic		0.8%		-	-0.8%	-	
	Other		3.5%		9.9%	+6.4%	0.9%	
	No Religion		62.0%		39.2%	-22.8%	34.8%	
Not Recorded		16.5%		37.5%	+21.0%	5.8%		

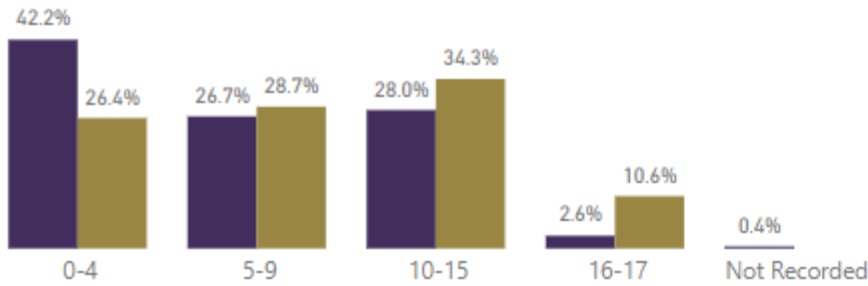


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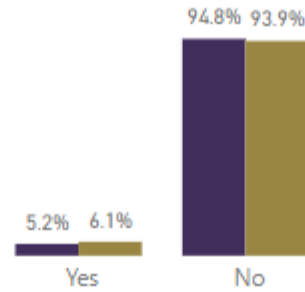
Selected Cohort

W'ton 0-17 Population

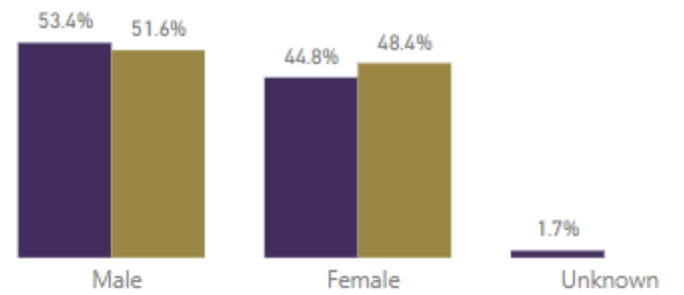
Age Group



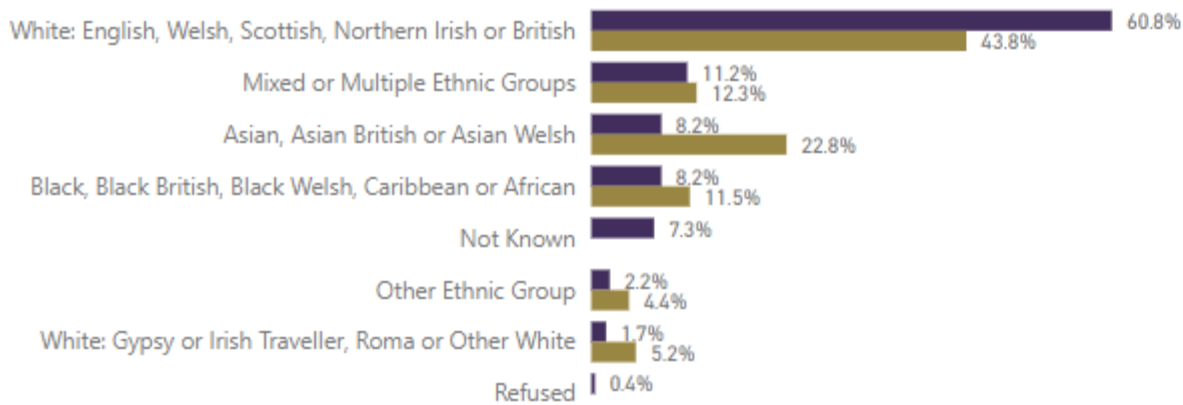
Disability



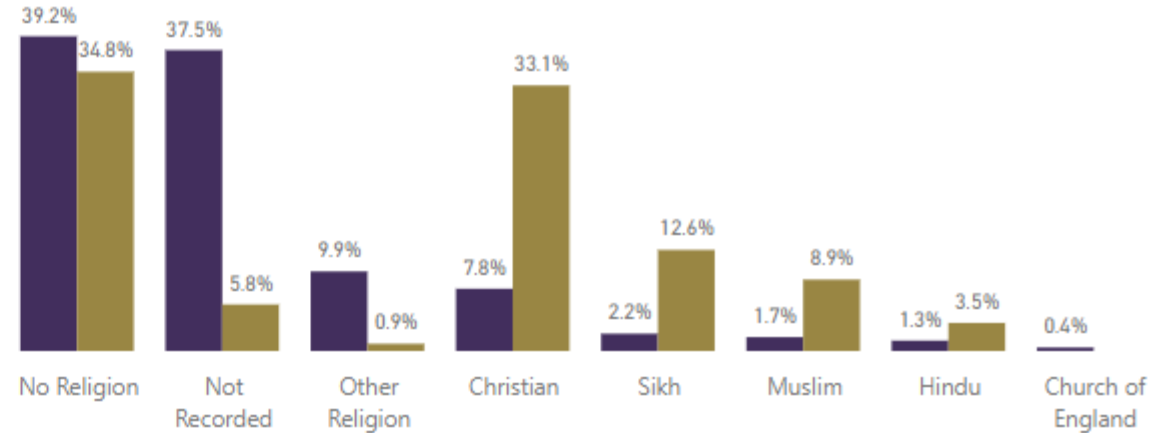
Sex



Ethnicity Group



Religion

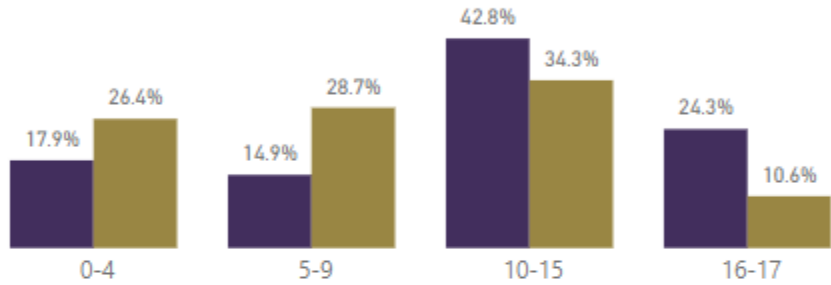


EDI KPI Measure	CaYPIC cohort protected characteristic breakdown compared to 0-17 population within Wolverhampton (Census 2021)	Indicator	Group	2022-23 Q2	2022-23 Q4	Change (%)	Census 2021
<p>Performance:</p> <p>The CaYPIC Cohort data continues to show an underrepresentation of children in the younger age groups (0-9) with an overrepresentation in young people aged 10-17. The data shows an overrepresentation of young people with a disability, 4.7% more than the percentage for the Wolverhampton 0-17 population. There is an overrepresentation of males in the CaYPIC cohort, a difference of +7.4% to the Census population data. This is an increase of 0.5% from the end of Q2 2022/23. Similar to the EI, CIN & CP cohorts, individuals from an Asian or Asian British background are significantly underrepresented in comparison to the wider population for this age group and there has been an increase of 3.2% of those whose ethnicity is unknown. There is a significant underrepresentation of young people who are Christian, 20.4% less than the Wolverhampton 0-17 population. There has been a significant reduction in the percentage of young people with no religion, now aligning with the percentage in the census data, however, there is a large proportion of individuals in the cohort where religion is not recorded, this has increased by 14.9% in the 6 month period.</p> <p>Agreed Next Steps/Actions to Date:</p> <ul style="list-style-type: none"> To take equalities motion to full council to recognise care leavers as a protected characteristic with the potential outcome of extending existing EDI offers to care leavers Continuing drive to enhance recording of protected characteristics To ensure that fostering sufficiency strategy is diverse and inclusive and able to meet the needs of children with disabilities 		Age	0-4	17.0%	17.9%	+0.9%	26.4%
			5-9	14.8%	14.9%	+0.1%	28.7%
			10-15	41.7%	42.8%	+1.1%	34.3%
			16-17	26.5%	24.3%	-2.2%	10.6%
			18+	-	-	-	-
			Not Recorded	-	-	-	-
			Disability	Yes	10.6%	10.8%	+0.2%
		No		89.4%	89.2%	-0.2%	93.9%
		Sex	Male	58.5%	59.0%	+0.5%	51.6%
			Female	41.5%	41.0%	-0.5%	48.4%
			Unknown	-	-	-	-
			Indeterminate	-	-	-	-
		Ethnicity Group	White: English, Welsh, Scottish, Northern Irish, British		56.2%		43.8%
			White: Gypsy, Irish Traveller, Roma or Other	61.7%	1.2%	-3.9%	5.2%
			White: Irish		0.4%		0.1%
			Mixed or Multiple Ethnic Groups	17.6%	15.9%	-1.7%	12.3%
			Asian or Asian British	4.6%	4.8%	+0.2%	22.8%
			Black, Black British, Caribbean or African	9.6%	10.2%	+0.6%	11.5%
			Other	6.4%	7.6%	+1.2%	4.4%
			Not known	-	3.2%	+3.2%	-
			Refused	-	0.6%	+0.6%	-
		Religion	Christian	15.6%	12.7%	-2.9%	33.1%
			Buddhist	-	-	-	0.1%
			Hindu	-	-	-	3.5%
Jewish	-		-	-	-		
Muslim	6.4%		8.4%	+2.0%	8.9%		
Sikh	1.2%		1.4%	+0.2%	12.6%		
Church of England	7%		6.2%	-0.8%	-		
Roman Catholic	2.0%		1.8%	-0.2%	-		
Other	7.2%		15.3%	+8.1%	0.9%		
No Religion	57.7%		36.5%	-21.2%	34.8%		
Not Recorded	2.8%	17.7%	+14.9%	5.8%			

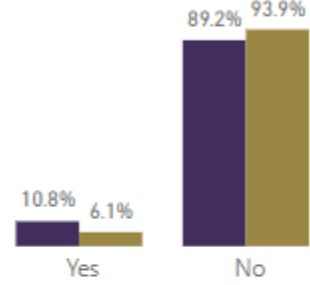


Chart Key: Selected Cohort (dark blue), W'ton 0-17 Population (olive green)

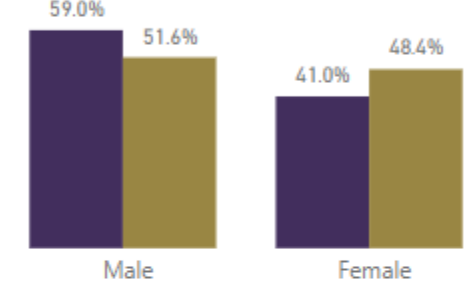
Age Group



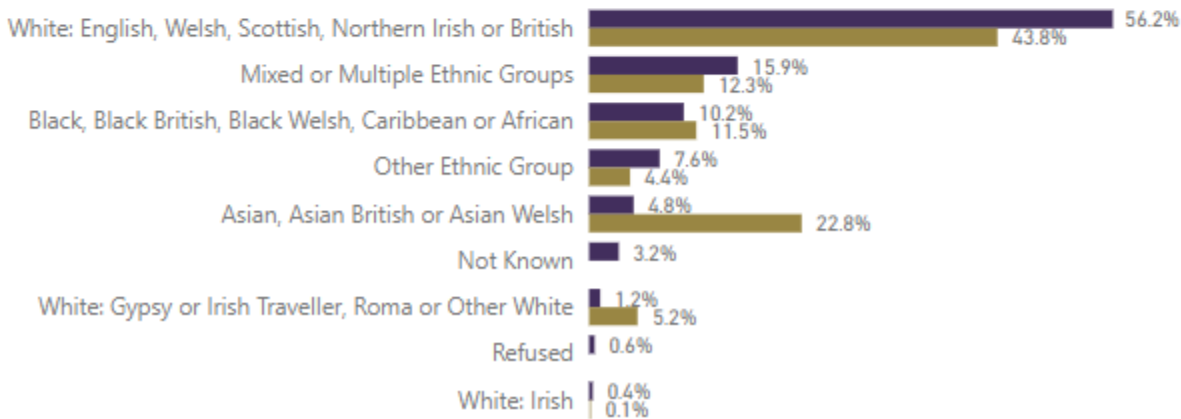
Disability



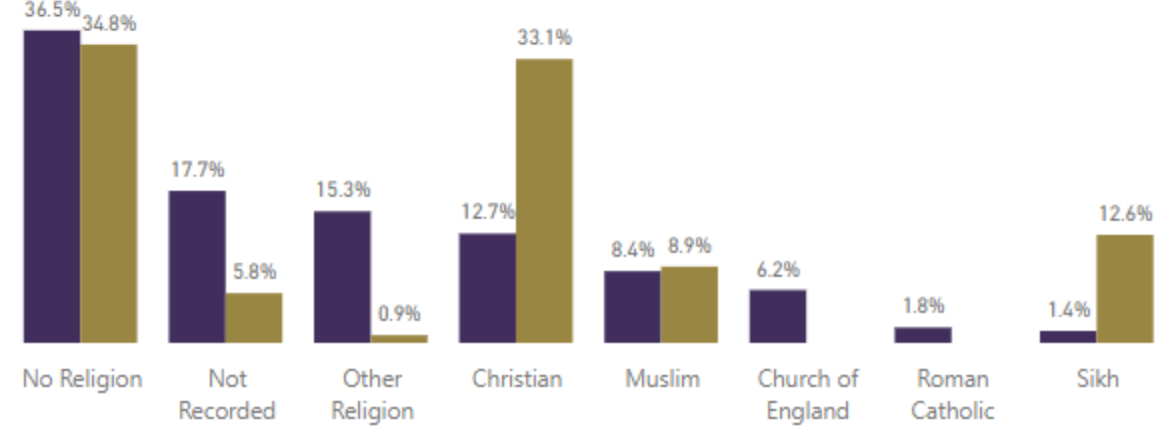
Sex



Ethnicity Group



Religion

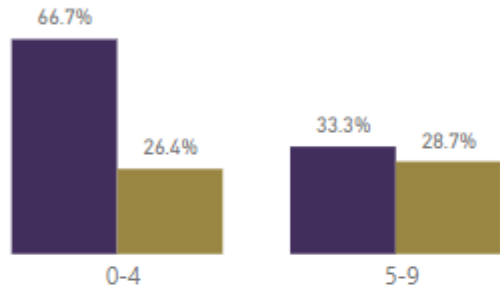


EDI KPI Measure	Adoption pipeline cohort protected characteristic breakdown compared to 0-17 population within Wolverhampton (Census 2021)	Indicator	Group	2022-23 Q2	2022-23 Q4	Change (%)	Census 2021
<p>Performance:</p> <p>The adoption pipeline data shows a significant over-representation of children in the younger age groups (0-9) with no representation of those aged 10-17. Both snapshots show an under representation of children with a disability.</p> <p>There is a higher proportion of males than females in the Adoption pipeline cohort at the end of Q4, this is 8.8% larger than the representation of males seen in the census data, however, the percentage of males has reduced by 2.6% from the end of Q2.</p> <p>There has not been significant changes in the representation of ethnicity groups in the 6 months to the end of Q4. The second largest ethnic group in the W'ton 0-17 population is Asian or Asian British, however, there continues to be no representation of young people from an Asian background in the adoption pipeline. There is a notable overrepresentation (+12.7%) of children from mixed ethnicity groups.</p> <p>The religion breakdown shows that there is a large underrepresentation of children with Christianity as their recorded religion (-31%). The data shows a 28.3% reduction in the proportion of individuals with no religion, however, there has been an 22.7% increase in the percentage of young people who do not have religion information recorded.</p> <p>Agreed Next Steps/Actions to Date:</p> <ul style="list-style-type: none"> Monitoring and improvements to the recruitment strategy for adopters to ensure that prospective adopters can meet the needs of young people Whilst there are very few Asian children available for adoption from CWC, there are mixed heritage children and some Asian children from across the partnership and nationally. Asian adopters are to be given early access to Linkmaker so the time they wait for a match is reduced. Asian adopters enquiring about adoption will be given local and national data on the availability of Asian children for adoption. This data will be used to support Asian adopters to think more broadly about their matching criteria, for example willingness to consider mixed heritage children to reduce their waiting time 	Age	0-4	58.7%	66.7%	+8%	26.4%	
		5-9	39.1%	33.3%	-5.8%	28.7%	
		10-15	2.2%	-	-2.2%	34.3%	
		16-17	-	-	-	10.6%	
		18+	-	-	-	-	
		Not Recorded	-	-	-	-	
		Disability	Yes	2.2%	2.1%	-0.1%	6.1%
	No		97.8%	97.9%	+0.1%	93.9%	
	Sex	Male	63.0%	60.4%	-2.6%	51.6%	
		Female	37.0%	39.6%	+2.6%	48.4%	
		Unknown	-	-	-	-	
		Indeterminate	-	-	-	-	
	Ethnicity Group	White: English, Welsh, Scottish, Northern Irish, British	71.7%	68.8%	-2.9%	43.8%	
		White: Gypsy, Irish Traveller, Roma or Other	-	2.1%	+2.1%	5.2%	
		Mixed or Multiple Ethnic Groups	26.1%	25%	-1.1%	12.3%	
		Asian or Asian British	-	-	-	22.8%	
		Black, Black British, Caribbean or African	2.2%	4.2%	+2%	11.5%	
		Other	-	-	-	4.4%	
		Not known	-	-	-	-	
	Religion	Refused	-	-	-	-	
Christian		13.0%	2.1%	-10.9%	33.1%		
Buddhist		-	-	-	0.1%		
Hindu		-	-	-	3.5%		
Jewish		-	-	-	-		
Muslim		2.2%	6.3%	+4.1%	8.9%		
Sikh		-	-	-	12.6%		
Church of England		-	-	-	-		
Roman Catholic		-	-	-	-		
Other		-	12.5%	+12.5%	0.9%		
No Religion		78.3%	50%	-28.3%	34.8%		
Not Recorded		6.5%	29.2%	+22.7%	5.8%		

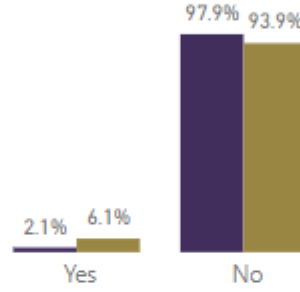


Chart Key: Selected Cohort (dark purple), W'ton 0-17 Population (olive green)

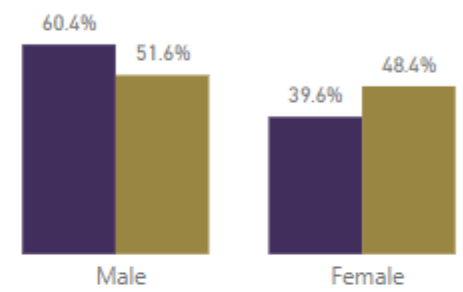
Age Group



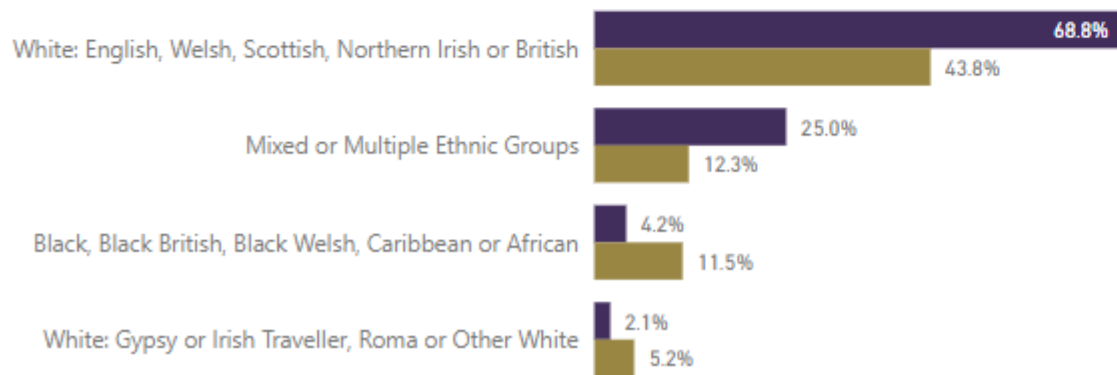
Disability



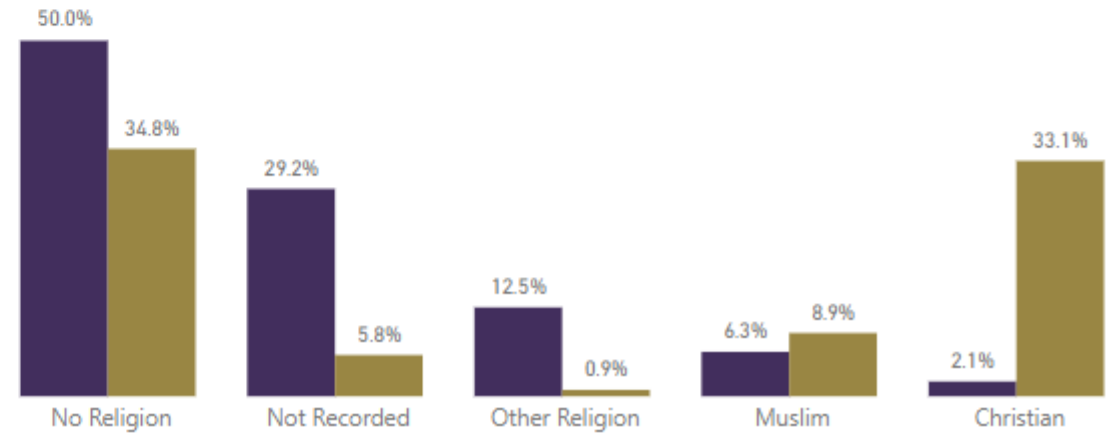
Sex



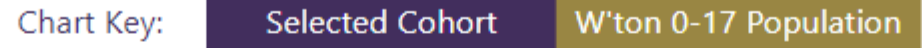
Ethnicity Group



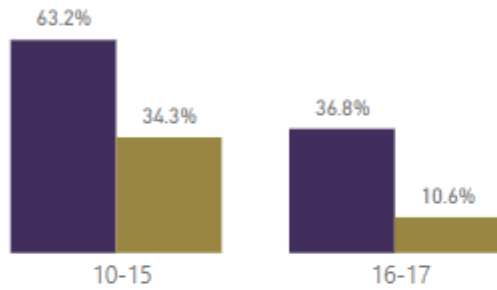
Religion



EDI KPI Measure	First time entrants to the youth justice system in the previous 6 months - protected characteristic breakdown compared to 0-17 population within Wolverhampton (Census 2021)	Indicator	Group	2022-23 Q2	2022-23 Q4	Change (%)	Census 2021
<p>Performance:</p> <p>78.9% of the 19 first time entrants to the youth justice system, in the previous 6 months at the end of 2022-23 Q4, were male, this is a 9.3% reduction from the percentage seen in the previous 6 months. The percentages reported at the end of Q2 showed the majority of young people to be in the 10-15 age group, and this group has increased by 10.3% at the end of Q4. The greatest disproportionality seen in the ethnicity breakdown was the proportion of first time entrants from a mixed or multiple ethnic background, 24.5% greater than the Wolverhampton 0-17 population. The majority (both with 36.8%) of individuals were from white and mixed or multiple ethnic groups. The most underrepresented ethnicity group was Asian and Asian British with 17.5% less than the census population data. Religion was not recorded for 57.9% of first time entrants, a reduction of 24.5% from the previous snapshot, but still overrepresented by 52.1%. The most underrepresented religion group was Agnostic with 24.3% less than the census population.</p> <p>Agreed Next Steps/Actions to Date:</p> <ul style="list-style-type: none"> YOT back on track project to support 80 young people at risk of exclusion or entering criminal justice system (specifically targeting black and mixed heritage young people, boys in years 7, 8 and 9 and those who also have SEND) Developing a targeted girls group to enhance the understanding of issues contributing to the increase in female young people receiving a YOT outcome 	Age	0-4	-	-	-	26.4%	
		5-9	-	-	-	28.7%	
		10-15	52.9%	63.2%	+10.3%	34.3%	
		16-17	47.1%	36.8%	-10.3%	10.6%	
		18+	-	-		-	
		Not Recorded	-	-		-	
		Disability	Yes	-	-		6.1%
	No	-	-		93.9%		
	Sex	Male	88.2%	78.9%	-9.3%	51.6%	
		Female	11.8%	21.1%	+9.3%	48.4%	
		Unknown	-	-		-	
		Indeterminate	-	-		-	
	Ethnicity Group	White: English, Welsh, Scottish, Northern Irish, British	23.5%	36.8%	+13.3%	43.8%	
		Mixed or Multiple Ethnic Groups	35.3%	36.8%	+1.5%	12.3%	
		Asian or Asian British	5.9%	5.3%	-0.6%	22.8%	
		Black, Black British, Caribbean or African	29.4%	21.1%	-8.3%	11.5%	
		Other	-	-	-	4.4%	
		Not known	5.9%	-	-5.9%	-	
	Religion	Refused	-	-	-	-	
		Christian	5.9%	15.8%	+9.9%	33.1%	
Buddhist		-	-	-	0.1%		
Hindu		-	-	-	3.5%		
Jewish		-	-	-	-		
Muslim		-	5.3%	+5.3%	8.9%		
Sikh		-	-	-	12.6%		
Church of England		-	-	-	-		
Roman Catholic		-	5.3%	+5.3%	-		
Other		-	5.3%	+5.3%	0.9%		
Agnostic	11.8%	10.5%	-1.3%	34.8%			
Not Recorded	82.4%	57.9%	-24.5%	5.8%			



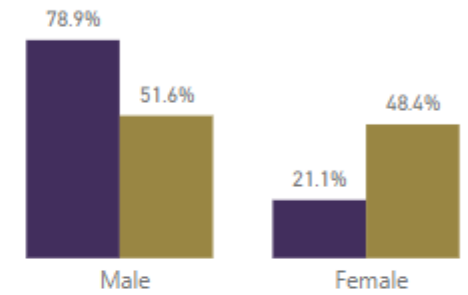
Age Group



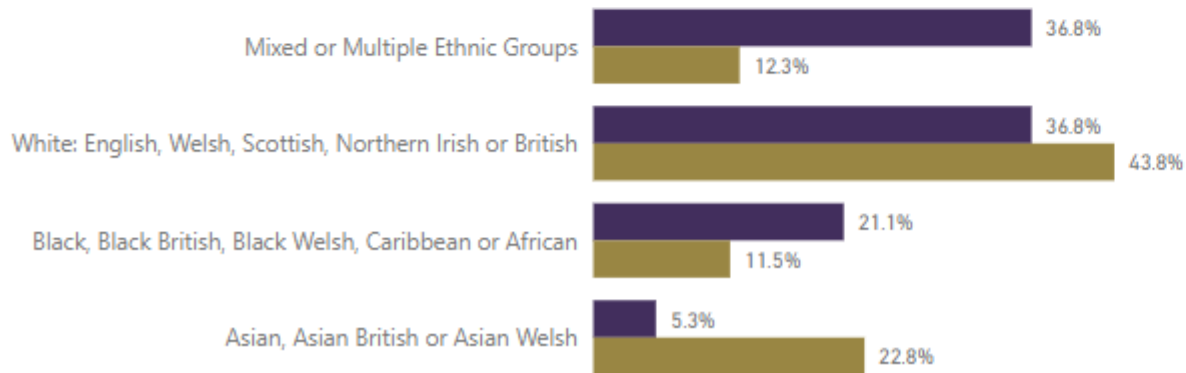
Disability

Data not currently available

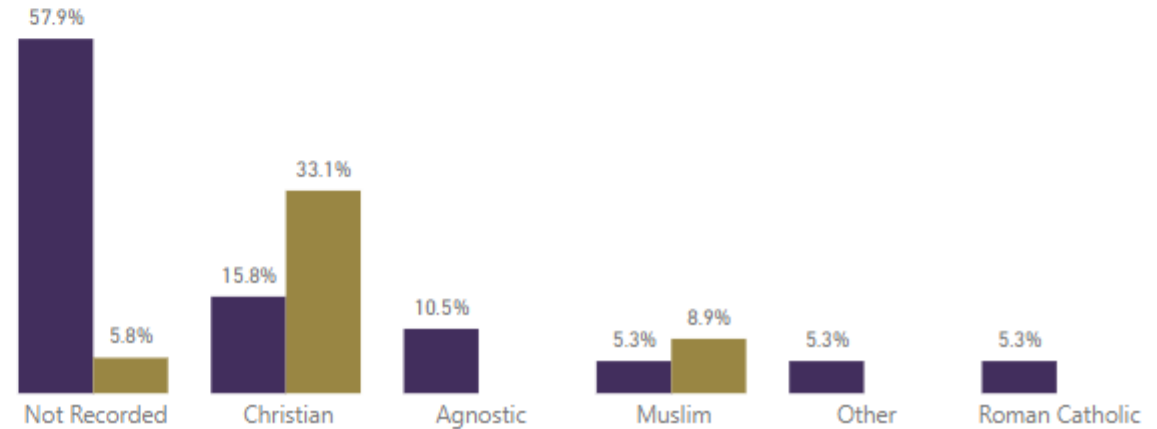
Sex



Ethnicity Group



Religion



Priorities for next year

- Continue to improve the recording of all protected characteristics within all case management systems
- To develop and embed the work of the Family Hubs across the city with a focus on the 'best start to life' offer. This will ensure early years access to support and address the under-representation of the young age groups in the current EI and CIN cohorts
- As part of the Families First for Children pathfinder, develop a multi-agency child protection system that can respond to and protect teenagers subject to harm outside the home. This will respond to the under-representation of 10-17 year on child protection plans
- To better understand and address the disparities in ethnicity and religious representation of children in all areas across the safeguarding pathway; using partnerships boards across the city to ensure harder to reach groups are considered
- To take the equalities motion to full council to recognise care leavers as a protected characteristic with the potential outcome of extending existing EDI offer to care leavers
- To ensure that fostering sufficiency strategy is diverse and inclusive and able to meet the needs of children with disabilities
- Ensure the short break offer is sufficient to meets the needs of disabled young people and SEND across the city
- Whilst there are very few Asian children available for adoption from CWC, there are mixed heritage children and some Asian children from across the partnership and nationally. Asian adopters are to be given early access to Linkmaker so the time they wait for a match is reduced.
- Asian adopters enquiring about adoption will be given local and national data on the availability of Asian children for adoption. This data will be used to support Asian adopters to think more broadly about their matching criteria, for example willingness to consider mixed heritage children to reduce their waiting time
- To deliver the Back on Track project in YOT specifically targeting black and mixed heritage young people, boys in years 7, 8 and 9 and those who also have SEND where there is a risk of exclusion or involvement in the criminal justice system
- Develop a targeted girls group within the YOT to enhance the understanding of issues contributing to the increase in female young people receiving a YOT outcome

Performance Overview

Equality Diversity and Inclusion

Protected Characteristic	Performance
Age	Permanent exclusions (PEX) 22/23 cohort data shows a significant overrepresentation of 10-15 year olds against census data and an underrepresentation of 5-9 year olds. The highest proportion of young people with attendance below 95% is 5-9 year old at 39.5%; 4.2% higher than 21/22 academic year and over-represented compared to 0-17 city average by 10.8%. 0-4 is significantly under-represented but is expected due to the lower number of nursery schools sharing data.
SEN	The highest proportion of PEX's have been SEN Support since 20/21 academic year with the percentage decreasing to 55.2% in 22/23 academic year. There has been an over-representation of SEN support PEX students compared to school census numbers. Those with an EHCP with attendance below 95% has remained consistent since 21/22 and are slightly overrepresented than the school census percentage. The KS4 attainment 8 cohort in 21/22 showed a slight over-representation in SEN support pupils by 3.5% compared to the spring school census.
Sex	Over the last two academic years the proportion of males that are permanently excluded has remained higher than females and significantly higher than the city 0-17 population. The proportion of male and females with attendance below 95% has remained relatively on par with census percentages. The 21/22 academic year revised KS4 characteristics show all KS4 students, disadvantaged and free school meals students are evenly proportionate to male to female.
Ethnicity	The highest proportion of permanent exclusions have been of a white ethnic background in 22/23 academic year; which is slightly below the census population. The highest proportion of young people with attendance below 95% are of White and Asian ethnic background. White ethnic group is under-represented compared to 0-17 city average and Asian ethnic group are over-represented. The latest KS4 ethnicity characteristic for 21/22 shows an under-representation compared to 18/19 published data of White ethnic group and over-representation of Asian ethnic group.
Religion	Within PEX cohort there has been a high proportion of students stating no religion or religion not stated. The highest proportion of young people with attendance below 95% have stated Christianity and no religion; the proportion of no religion records has decreased in 22/23 by 2.4%. Christianity is over-represented when comparing the 0-17 census population (attendance below 95%).

EDI KPI Measure	Permanent Exclusions (One system) by protected characteristics compared to census 0-17 population with starting point and current snapshot
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Performance:

Over the last two academic years the proportion of males that are permanently excluded (PEX) has remained higher than females and significantly higher than the city 0-17 population. The highest proportion of PEX's within the last three academic years have been between the age group 10-15 years. There has been an increase in PEX's for 16-17 in 22/23 academic year by 9.4%. The highest proportion of PEX's have been of a white ethnic background in 22/23 academic year; the percentage was 48.3% which is below the 0-17 population average of 49%. There has been a significant decrease in mixed ethnic group PEX's in 22/23 academic year to 17.2%. Mixed and Black ethnic groups are over-represented when comparing to census 2021 population. The highest proportion of PEX's have been SEN Support since 20/21 academic year with the percentage decreasing to 55.2% in 22/23 academic year. There has been an over-representation of SEN support and EHCP students compared to school census numbers. Over the last two academic years there has been a high proportion of students stating no religion or religion not stated.

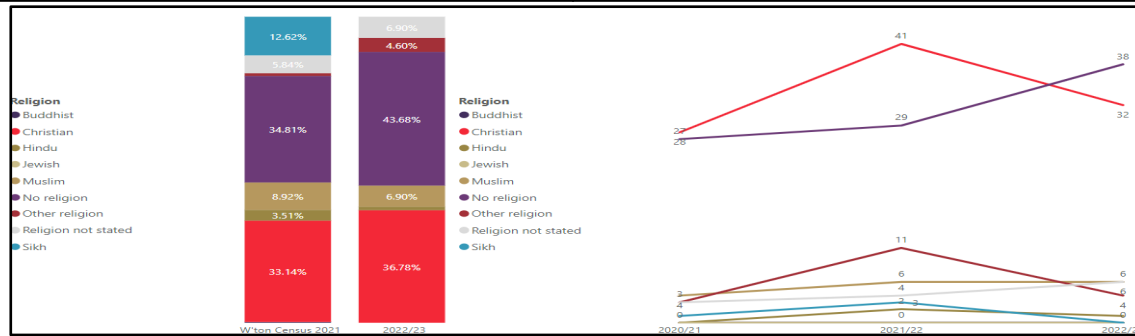
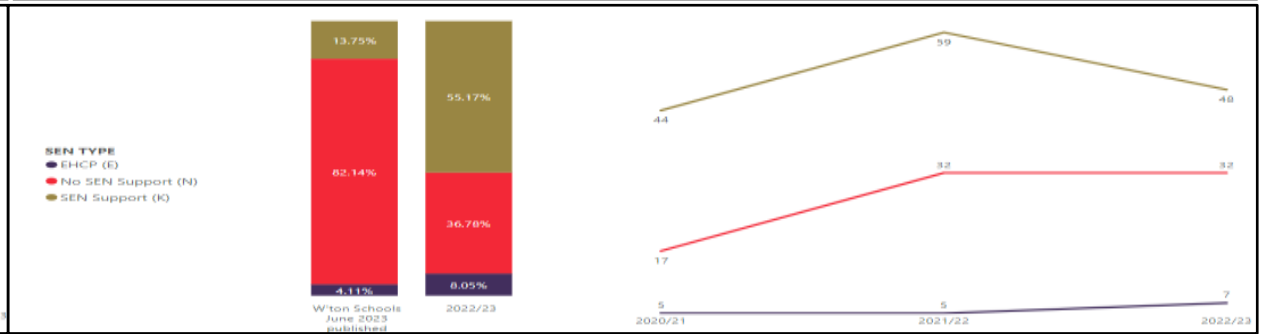
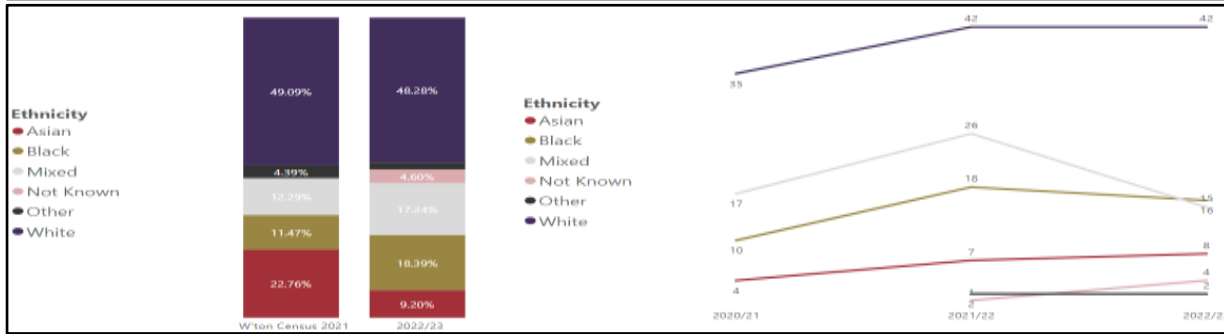
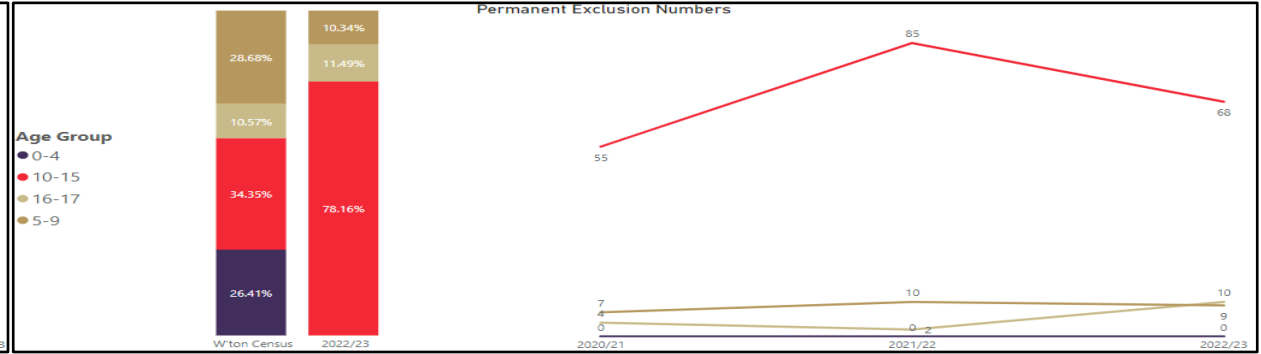
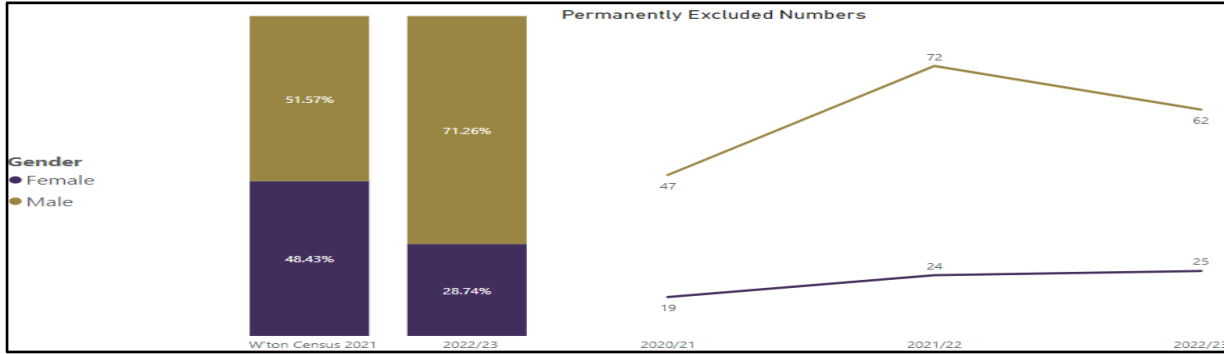
Actions taken to date:

Secondary Inclusion Framework Workshop held on 6th Feb 2023, with CEO's and School Leaders to address exclusions, focussing on overrepresented groups with SEND, Ethnic Groups etc
 Recruitment of Senior Inclusion Officer (Seconded) who undertakes direct intervention with CYP at risk of being exploited / excluded.
 Link with YOT back on track project.

Next steps:

Follow up Inclusion Framework Workshop to be held on 31st March (6 weekly)
 Project Support to be considered to achieve ambitions. This is being explored initially via Youth Futures and Mission 44. Grant funding to be further explored via Inclusion Framework Workshops.
 Review and update the terms of reference for Inclusion Support & Alternative Provision Panel (ISAPP). Ensuring referrals for pupils with SEN are appropriate and robust with clear evidence of costed provisions maps and details of any reasonable adjustments (including how schools have utilised notional 6K funding).

Indicator	Group	2020-21 Academic year	Starting point 2021-22 Academic year	2022-23 Academic Year	Change (% point)	Census 2021 - population
Age	0-4	-	-	-	-	26.4%
	5-9	10.6%	10.3%	10.3%	-	28.7%
	10-15	83.3%	87.6%	78.2%	-9.4	34.3%
	16-17	6.1%	2.1%	11.5%	+9.4	10.6%
SEN	SEN Support	66.7%	60.8%	55.2%	-5.6	13.7%
	EHCP	7.6%	5.2%	8%	+2.8	4.1%
	No Support	25.7%	34%	36.8%	+2.8	82.2%
Gender	Male	71.2%	75.3%	71.3%	-4	51.6%
	Female	28.8%	24.7%	28.7%	+4	48.4%
Ethnicity Group	White	51.5%	42.3%	48.3%	+6	49%
	Mixed or Multiple Ethnic Groups	25.8%	28.8%	17.2%	-11.6	12.3%
	Asian or Asian British	6.1%	7.2%	9.2%	+2	22.8%
	Black, Black British, Caribbean or African	15.1%	17.5%	18.4%	+0.9	11.5%
	Other	-	2.1%	2.3%	+0.2	4.4%
	Not known	1.5%	2.1%	4.6%	+2.1	-
Religion	Christian	42.4%	41.2%	36.8%	-4.4	33.1%
	Buddhist	-	-	0.2%	+0.2	0.1%
	Hindu	-	3.1%	1.2%	-1.9	3.5%
	Jewish	-	-	-	-	0.0%
	Muslim	6.1%	6.2%	7%	+0.8	8.9%
	Sikh	1.5%	2.1%	0	-2.1	12.6%
	Other	4.6%	9.3%	4.6%	-4.7	0.9%
	No Religion	40.9%	34%	43.7%	+9.7	34.8%
Not Recorded	4.5%	4.1%	6.9%	+2.8	5.8%	



EDI KPI Measure	Attendance below 95% cohort (One system) by protected characteristics compared to census 0-17 population with starting point and current snapshot
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Performance:

At the end of 22/23 academic year, the proportion of male and females with attendance below 95% has remained relatively on par with census percentages. Males are under-represented by 0.8%.

At the end of 22/23 academic year, the highest proportion of young people with attendance below 95% is 5-9 year old at 39.5%; 4.2% higher than 21/22 academic year and over-represented compared to 0-17 city average by 10.8%.

At the end 22/23 academic year, the highest proportion of young people with attendance below 95% are of White and Asian ethnic background. White ethnic group is under-represented compared to 0-17 city average and Asian ethnic group are over-represented by 3.6%. At the end of 22/23 academic year the attendance below 95% cohort has remained relatively stable at 18.5% (K); 4.8% above the school census. Those with an EHCP are represented more than the census percentage.

At the end 22/23 academic year, the highest proportion of young people with attendance below 95% have stated Christianity as their religion at 30.3%; which is significantly under-represented by 2.8%. No religion/Not recorded % still remains high which could be down to the none recording within the One system.

Actions taken to date:

Over-representation of ethnic groups highlighted at the Inclusion Conference and via ConnectED Forum (Oct/Nov 22)

Consultations and scoping of opportunity for grant funding via Mission 44 & Youth Futures Foundations for bespoke projects to support, champion and empower young people from underserved groups to succeed through narrowing opportunity gaps in education, employment and wider society.

Shared Attendance Data dashboard via HT's bulletin from the Dfe, so they can undertake live analysis in comparison with their own cohort. Updated Attendance Traded Service offer published to schools for 2022/23. Launch of EBSNA pathway – training delivered to schools.

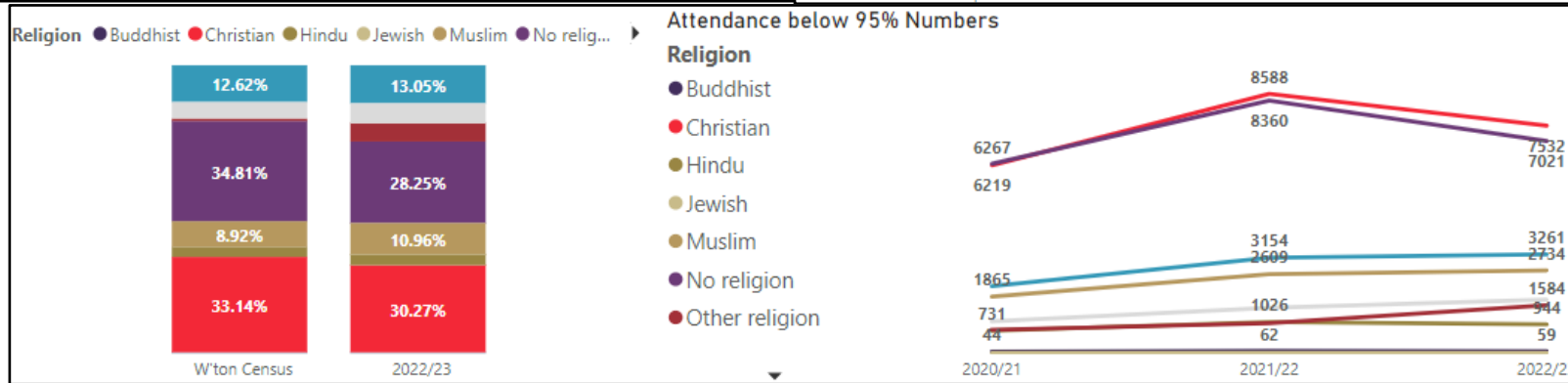
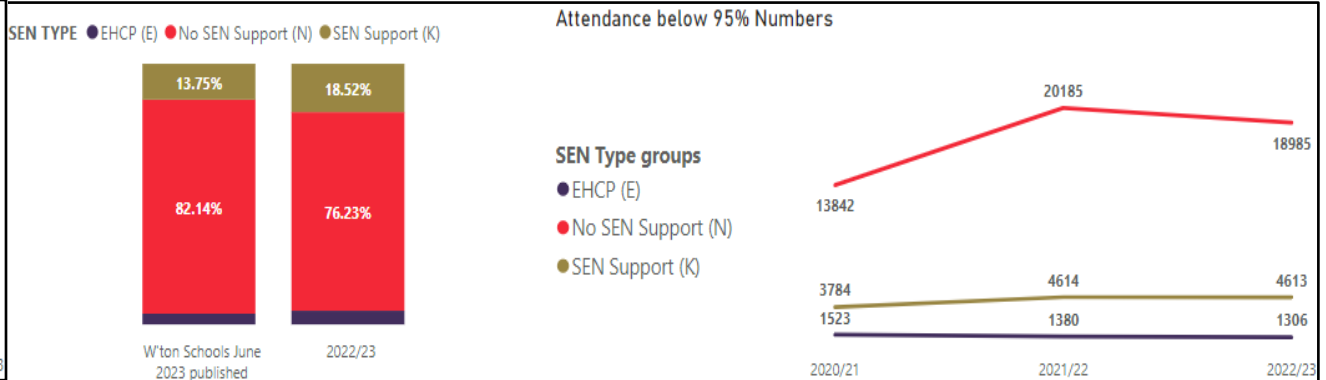
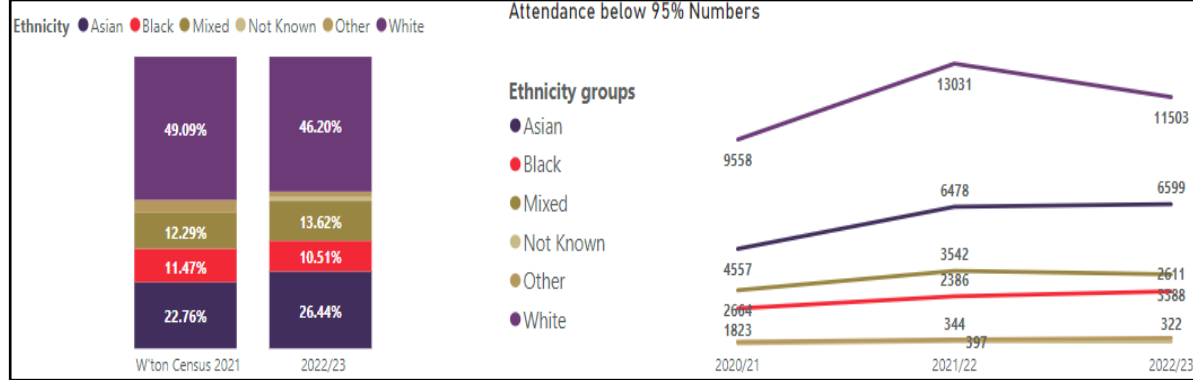
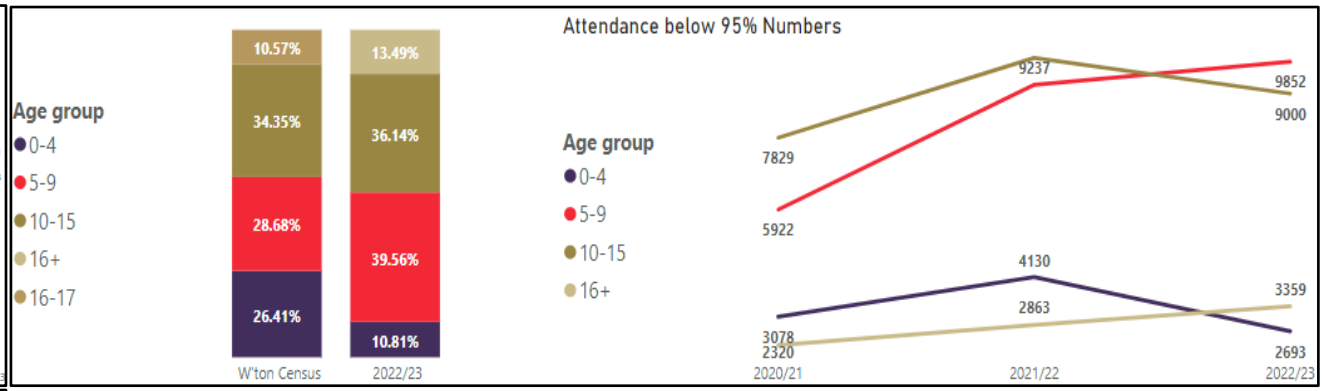
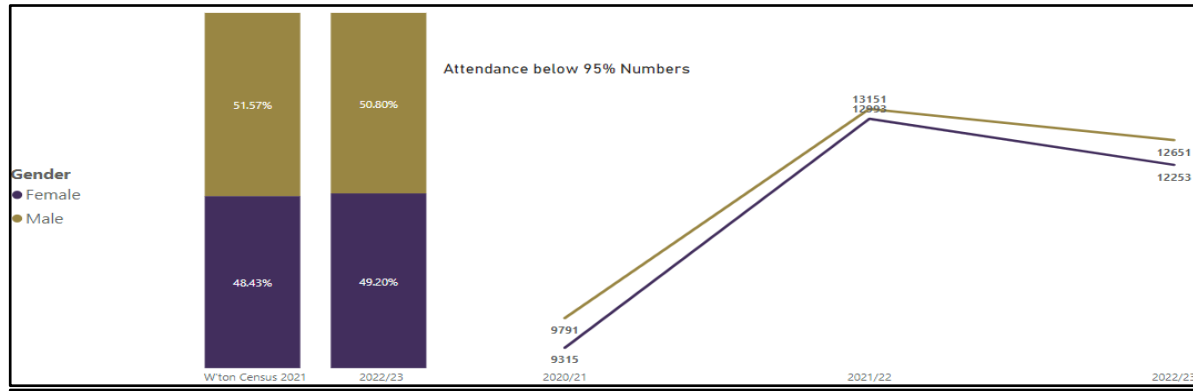
Next steps:

Attendance Team to RAG rate schools with highest levels of absence and offer/arrange termly meetings with identified red schools, review actions to date and offering advice, guidance and support. Development of LA Attendance Strategy and Policy documents in collaboration with partner services (Virtual School, Early Help, etc).

Indicator	Group	2020-21 Academic year	Starting point 2021-22 Academic year	2022-23 Academic Year	Change (% point)	Census 2021 - population
Age	0-4	16.1%	15.8%	10.8%	-5	26.4%
	5-9	30.9%	35.3%	39.5%	+4.2	28.7%
	10-15	40.9%	38%	36.3%	-1.7	34.3%
	16-17	12.1%	10.9%	13.4%	+2.5	10.6%
SEN	SEN Support	19.8%	17.6%	18.5%	+0.9	13.7%
	EHCP	8%	5.3%	5.3%	-	4.1%
	No Support	72.2%	77.1%	76.2%	-0.9	82.2%
Gender	Male	51.3%	50.3%	50.8%	+0.5	51.6%
	Female	48.7%	49.7%	49.2%	-0.5	48.4%
Ethnicity Group	White	49.9%	49.8%	46.2%	-3.6	49.1%
	Mixed or Multiple Ethnic Groups	13.9%	13.5%	13.6%	+0.1	12.3%
	Asian or Asian British	23.8%	24.8%	26.4%	+1.6	22.8%
	Black, Black British, Caribbean or African	9.5%	9.1%	10.5%	+1.4	11.5%
	Other	1.6%	1.5%	1.9%	+0.4	4.4%
	Not known	1.3%	1.3%	1.3%	-	-
Religion	Christian	32%	32.7%	30.3%	-2.4	33.1%
	Buddhist	0.2%	0.2%	0.2%	-	0.1%
	Hindu	3.8%	3.9%	3.8%	-0.1	3.5%
	Jewish	0	0	0	-	0.0%
	Muslim	9.7%	9.6%	11%	+1.4	8.9%
	Sikh	11.6%	12.1%	13%	+0.9	12.6%
	Other	4.6%	3.8%	6.4%	+2.6	0.9%
	No Religion	32.7%	32%	28.3%	-3.7	34.8%
	Not Recorded	5.4%	5.7%	7.1%	+1.4	5.8%

EDI KPI Measure

Attendance below 95% cohort protected characteristics breakdown compared to 0-17 population within Wolverhampton (Census 2021)



EDI KPI Measure	Attainment KS4 Characteristics cohort (revised) by protected characteristics compared to census 0-17 population with starting point and current snapshot
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Performance:

The 21/22 academic year revised KS4 characteristics show all KS4 students, disadvantaged and free school meals students are evenly proportionate to male to female. Males are over-represented when looking at KS4 pupils that are SEND with a percentage of 55.6% compared to the city census of 51.6%. The KS4 attainment 8 cohort in 21/22 showed a slight over-representation in SEN support pupils by 3.5% compared to the spring school census in 2022. SEN support students had an average attainment 8 score of 35.3; below the average score of no support students of 52.4. The average attainment 8 score increased compared to 18/19. The latest KS4 ethnicity characteristic for 21/22 shows an under-representation compared to 18/19 published data of White ethnic group by 0.1% and over-representation of Asian ethnic group by 3%. Mixed and other group slightly increased in latest provisional results.

Actions taken to date:

Overall the gender balance is in line with the City however boys are over represented in the SEND cohort. Whilst there has been improvements in Attainment 8 scores this is partly related to the post Covid examination arrangements. The changing profile of ethnicity of CYP is noted.

Next steps:

The changing profile of the ethnicity of CYP in schools will be shared with school leaders to ensure that appropriate curriculum is in place to meet the diverse needs and representation. The changing profile of the ethnicity of CYP in schools will be shared with school leaders to ensure that appropriate curriculum is in place to meet the diverse needs and representation.

Indicator	Group	Starting point 18/19 KS4 Cohort	Average Attainment 8 Score	21/22 KS4 Cohort	Average Attainment 8 Score	Change (% point)	School census Published June 23
SEN	SEN Support	16.6%	32.3	17.2%	35.3	+ 0.6	13.7%
	EHCP	3.6%	7.3	4.3%	13.5	+ 0.7	4.1%
	No Support	79.8%	49.4	78.5%	52.6	- 1.3	82.2%

Indicator	Group	Starting point 18/19 KS4 Cohort	Average Attainment 8 Score	21/22 KS4 Cohort	Average Attainment 8 Score	Change (% point)	Census 2021 – population
Ethnicity Group	White	55.6%	48.3	49%	45.5	- 6.6	49.1%
	Asian or Asian British	22.8%	54.2	25.8%	54	+ 3	22.8%
	Black, Black British, Caribbean or African	11.4%	46.7	11.9%	48.6	+ 0.5	11.5%
	Mixed or Multiple Ethnic Groups	10.2%	44.4	11%	43.7	+ 0.8	12.3%
	Not Known	-	48.4	0.7%	43.2	+ 0.7	
	Other	-	42.6	1.6%	50.6	+ 1.6	4.4%

Indicator	18/19 KS4 Cohort		21/22 KS4 Cohort	
	Male	Female	Male	Female
All KS4 Students	50.2%	49.8%	49.1%	50.9%
Disadvantaged	50.1%	49.9%	50.2%	49.8%
Free School Meal	49.1%	50.9%	50.3%	49.7%
SEND (E & K)	60.6%	39.4%	55.6%	44.4%
Census 2021 - population	51.6%	48.4%	51.6%	48.4%

