

Equality and Diversity Policy - Appendix 1

Annual Equality Information 2025–26

This document reports the school's equality information and evidence for the 2025–26 academic year.

In accordance with the Public Sector Equality Duty (PSED) under the Equality Act 2010, Framwellgate School Durham publishes the following equality information for 2025–26. This information provides evidence of how the school has had due regard to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations. Information is not published where doing so could identify an individual.

Protected characteristic	Staff	Students
Age	✓	X
Disability	✓	✓
Gender reassignment	✓	✓
Marriage and civil partnership	✓	X
Pregnancy and maternity	✓	✓
Race	✓	✓
Religion or belief	✓	✓
Sex	✓	✓
Sexual orientation	✓	✓

The Equality Act 2010 protects people from discrimination because of specified protected characteristics. The application of individual protected characteristics differs between the employment and schools provisions of the Act. The school considers relevant equality information proportionately and does not collect sensitive personal information solely for the purpose of publication.

Staff	
Age	The Trust's employment and recruitment practices are operated in accordance with the Equality Act 2010.
Disability	At the point at which this information was collected, 0 members of staff had declared a disability. The Trust will make reasonable adjustments for disabled employees and applicants where required by the Equality Act 2010.
Sex	184 staff all of whom gave information, with 123 female and 61 male colleagues
Gender reassignment	The Trust is committed to ensuring that staff are treated fairly and with dignity and respect, in accordance with the Equality Act 2010.
Marriage & Civil Partnerships	The Trust's employment practices do not discriminate because of marriage or civil partnership.
Pregnancy and Maternity	The Trust supports employees during pregnancy and maternity and applies its employment procedures in accordance with the Equality Act 2010.
Sexual Orientation	Our school community is inclusive of all staff regardless of their sexual orientation.
Race (Ethnicity)	181 staff provided ethnicity information. The significant majority of staff identified as White British. A small number of staff identified with other ethnic backgrounds or did not provide ethnicity information. Detailed figures for very small groups are not published to protect individual confidentiality.
Religion and Belief	Our school community is inclusive of all staff regardless of their religion or beliefs.
Other information	
Salaries	The Trust operates its pay arrangements in accordance with its Pay Policy and its obligations under equality and equal pay legislation.
Promoted Posts (SLT &	7 females and 2 males are on School Leadership Team 17 females and 11 males are Middle Leaders

Middle Leaders)	
Part-time	All requests for part-time work are considered. There are currently 19 part-time teachers. At the present time we have no job-share but we would consider this should a request be made.

Students	
Age	11-18 years old
SEND (Special Educational Needs & Disabilities	150 students We ensure reasonable adjustments are made where appropriate.
Gender reassignment	The school is committed to ensuring that all students are treated fairly and with dignity and respect, in accordance with the Equality Act 2010 and its safeguarding responsibilities.
Pregnancy and Maternity	The school will ensure that a student is not disadvantaged because of pregnancy or maternity and will make appropriate arrangements to support continued access to education where required.
Race / ethnicity	White British – 1059 153 Students other than White British as broken down below: Where necessary, small numbers have been suppressed or aggregated to protect individual confidentiality. Any other Asian background – 19 Any other Black background – 1 Any other Ethnic group – 12 Any other mixed background – 9

	Any other White background – 22 Bangladeshi – 1 Black African – 19 Black Caribbean – 0 Chinese – 11 Gypsy/Roma – 0 Indian – 14 Other Gypsy/Roma – 1 Pakistani – 8 Refused – 6 Roma – 0 White Irish – 0 White and Asian – 5 White and Black African – 7 White and Black Caribbean – 1 Not yet obtained - 3
Sex (at birth)	587 females and 625 males
Sexual Orientation	Our school community is inclusive of all students regardless of their sexual orientation.
Other	
Curriculum	All students have access to a broad and balanced curriculum and make choices at appropriate stages based on clear information, advice and guidance. The school seeks to ensure equality of access to the curriculum and wider opportunities. Through the curriculum and personal development programme, stereotypes and prejudice are challenged and students develop understanding and respect for diversity.

Sub-Group and Achievement	The school monitors the attendance, achievement, progress, behaviour and wider experience of relevant groups of students, including those who may experience disadvantage or barriers to participation. Where significant differences or inequalities are identified, leaders consider the reasons for these and take appropriate action. This includes monitoring outcomes for disadvantaged students and students with SEND.
---------------------------	--

How this information is used

The school uses equality information alongside attendance, attainment, behaviour, safeguarding, SEND, pupil voice and other relevant evidence to identify potential inequalities, inform decision-making and determine where action may be required. The school keeps its approach under review and considers the impact of its policies and practices on people who share relevant protected characteristics.

This information relates to the 2025–26 academic year. From 2026–27, annual equality information will report progress against the Trust's Equality Objectives 2026–2030.