Public Sector Equality Duty 2025-26

Knutsford Academy

Policy lead:	**Business Manager – Sara Ormerod**
Last review date:	**September 2025**
Next review date:	**September 2026**
Approval needed by:	**Headteacher – Mrs Karen Key**

Knutsford Academy are committed to equality.

Our school values of ambition, respect and kindness permeate everything that we do. We are committed to a whole school approach and consider it important for our students to learn about equality, diversity and inclusion (EDI) through our personal development offer.

We publish equality objectives every four years and constantly review our curriculum, policies and procedures in the interests of these objectives.

We are also fully committed to embedding and promoting the Fundamental British Values across all areas of school life.

Please see our EDI Policy for more information.

Equality Act 2010

Under the general duty of public sector equality duty (PSED) within the Equality Act 2010, in the exercise of our functions, have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This duty applies to all students, staff and others using the facilities. At all times we will give relevant and proportionate consideration to the PSED when considering our provision. Protected characteristics under the Act are:

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Age (only applicable to staff, not students)
- Marriage and Civil Partnerships (only applicable to staff, not students)

NB: Age and marriage and civil partnership are not protected characteristics within the school's provisions for students.

We will consider the six Brown principles of 'due regard':

- **awareness** – all staff know and understand what the law requires
- **timeliness** – implications considered before they are implemented
- **rigour** – open-minded and rigorous analysis, including parent/student voice
- **non-delegation** – the PSED cannot be delegated
- **continuous** – ongoing all academic year
- **record-keeping** – keep notes and records of decisions & meetings

Equality Information

STAFF (who all work across both schools)

Age	The school complies with its equalities duties in this regard.
Disability	0.6% of staff have a recorded disability. We ensure reasonable adjustments are made where appropriate.
Gender reassignment	We are committed to supporting any staff member towards gender reassignment
Marriage & Civil Partnerships	The school complies with its equalities duties in this regard.
Pregnancy and Maternity	The school complies with its equalities duties in this regard.
'Race'/Ethnicity	Our staff profile comprises: White British 87.6% White Irish 1.2% White, any other White background 3.7% Chinese 0.6% Any other ethnic background 0.6% Asian, Asian British, Indian 0.6% Did not wish to be recorded 0.6% Mixed white and Asian 0.6% Mixed, any other mixed background 0.6% Mixed, White and Black African 0.6% Not obtained 3%
Religion and Belief/no belief	Religion is not recorded
Gender (male/female)	69% female 31% male
Sexual orientation	We are committed to supporting all staff members regardless of sexual orientation

STUDENTS (Knutsford Academy)

Age	Our students range in age from 11 to 18 years
Disability	Reasonable adjustments are made where appropriate
Gender reassignment	We are committed to supporting any student towards gender reassignment
'Race'/Ethnicity	Our student profile comprises: White British: 85% Other White background: 2.8% Other mixed background: 1.7% Other Asian: 0.6% Other Black: 0.3% Other ethnic group: 0.9% Bangladeshi: 0.07% Black African: 0.3% Black Caribbean: 0.07% Chinese: 0.6% Indian: 1% Information not obtained: 1.8% Pakistani: 0.07% Refused: 1.7% Traveller of Irish Heritage: 0.1% White Irish: 0.2% White & Asian: 1.3% White & Black African: 0.6% White & Black Caribbean: 0.7%
EAL (English as an additional language)	EAL: 3% The languages spoken within our student profile are: Sinhala Arabic Chinese Croatian Czech Hindi Hungarian Japanese Polish Shona Tagalog/Filipino Tamil Turkish Ukrainian Urdu
Religion and Belief/no Belief	Our student profile comprises: Christian: 52% Hindu: 0.6% Jewish: 0.3% Muslim: 1.8% No religion: 35.9% Other religion: 1% Refused: 7.8% Sikh: 0.2% Buddhist: 0.07%
SEND	Students identified with a Special Education Need: Education, Health & Care Plan: 2.4% SEN Support: 17.7% No SEN need: 79.9%
Gender (male/female)	Male: 47% Female: 53%
Sexual orientation	We are committed to supporting all students regardless of sexual orientation
Pupil Premium	Students eligible for pupil premium: 13%