Public Sector Equality Duty

2026–27

peletrust.org.uk
The Crescent, Callerton Lane, Ponteland, NE20 9EG

Pele Trust and Ponteland Primary School are committed to equality and to complying with the Equality Act 2010 across education, employment, services and public functions.

Our school aim is that every pupil is a confident, resilient, independent and inquisitive learner who develops empathy for others and an understanding of the world - past, present and future - and sees themself as being an active agent of its evolution. Every pupil in school is supported to:

1. Be happy
2. Feel safe and secure
3. Achieve excellence in all they do

We take a whole-school approach to equality and human rights. Pupils will learn, in an age-appropriate and impartial way, about respect, protected characteristics, healthy relationships and different families through the curriculum and wider school life, having regard to the statutory RSHE guidance in force from Sept 1, 2026.

In all aspects of school life we are committed to fairness and equality; this includes:

- our curriculum
- assembly programme
- pastoral support
- extracurricular programme and activities

Section 149 of the Equality Act 2010 requires the Trust and each academy, when exercising their functions, to have due regard to the need to:

1. Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by or under the Equality Act 2010.
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
3. Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

The PSED applies to the Trust and each academy as public authorities and to their relevant functions affecting pupils, staff, parents/carers, visitors and communities. The required level of due regard is proportionate to the seriousness and likelihood of the potential equality effects; the duty must be considered before and during decision-making and kept under review.

The Equality Act identifies nine protected characteristics:

- 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)

For pupils, age and marriage and civil partnership are not protected characteristics under the schools provisions in Part 6 of the Act. Age remains relevant to the Trust's employment and other functions.

Under the PSED, marriage and civil partnership is relevant only to the need to eliminate unlawful discrimination. Following For Women Scotland Ltd v Scottish Ministers [2025] UKSC 16, "sex" in the Equality Act means biological sex; gender reassignment remains a separate protected characteristic, and all pupils and staff must be treated lawfully, fairly and with dignity.

Our school will have due regard to advancing equality of opportunity including making a clear and consistent commitment to:

- Minimise or eliminate disadvantages suffered by person or persons who share a relevant protected characteristic
- Take steps to meet the needs of a person or persons who share a protected characteristic that are different from the needs of others who do not share it
- Encourage persons who share a relevant protected characteristic to participate fully in public life
- Encourage persons who share a relevant protected characteristic to participate fully in any school activity in which participation by such persons is disproportionately low

The following practical principles, drawn from case law and current PSED guidance, support lawful due regard. They are not a substitute for considering the facts and evidence in each decision:

1. **Awareness**
    a. Decision-makers know the duty, receive sufficient relevant information and understand what the law requires

2. **Timeliness**
    a. Equality implications are considered before and during formulation and implementation, not as an afterthought

3. **Rigour**
    a. open-minded, evidence-based and proportionate analysis, including affected pupil, parent/carer and staff views where appropriate
4. **Non-delegation**
    a. Operational work may be assigned, but each decision-maker remains responsible for giving due regard
5. **Continuous**
    a. The duty is continuing; impacts and mitigations are monitored after implementation
6. **Record-keeping**
    a. Keep proportionate, contemporaneous records showing the equality issues, evidence, options, mitigations and monitoring considered

Pele Trust and Ponteland Primary School will publish accessible, relevant and proportionate information demonstrating PSED compliance at least annually and will publish one or more specific and measurable equality objectives at least every four years. Annual information will include actions taken and progress against the current objectives.

We aim to present the information in a format that is easy to read and can be accessed simply from the school website.

Equality Information

We process equality information in accordance with the UK General Data Protection Regulation, the Data Protection Act 2018 and our privacy information. Where information is special category data, the Trust will document an Article 6 lawful basis and an Article 9 condition, apply data minimisation and security, and complete a DPIA where processing is likely to be high risk. Published information will be aggregated, rounded or suppressed where necessary so that no pupil or member of staff is identifiable, including by combining data with other information.

Staff

Age	The school complies with its equalities duties in this regard.
Disability	6.25% of staff have a recorded disability. The school anticipates and makes reasonable adjustments for disabled staff, records requests and outcomes appropriately, and reviews barriers to recruitment, progression and working arrangements.
Gender reassignment	The school does not discriminate because of gender reassignment. It handles personal information confidentially and considers workplace arrangements individually, consistently with the Equality Act, employment law and applicable guidance.
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 95.3% White and Asian Indian 1.56% White and Asian Pakistani 1.56 White and Black African 0% White and Black Caribbean 0% Any other mixed background 0% Any other white background 1.56% Black African 0% Chinese 0% Indian 0% Pakistani 0%
Religion and Belief / no belief	Religion is not recorded
Sex (male/female)	85.9% female 14.06% male
Sexual orientation	The school does not discriminate because of sexual orientation and monitors workforce experience through safe, voluntary and confidential methods where proportionate.

Students

Age	Current pupil age range: 3 - 11 Age is not a protected characteristic in the schools provisions for pupils, but age and development remain relevant to safeguarding, curriculum and proportionality.
Disability	The school operates the anticipatory reasonable-adjustment duty for disabled pupils, including reasonable auxiliary aids and services, and implements and reviews its accessibility plan.
Gender reassignment	The school safeguards and supports children who are questioning their gender in accordance with KCSIE 2026, taking an individual, careful and evidence-informed approach, involving parents/carers where appropriate, maintaining single-sex arrangements required by law, and protecting every pupil's privacy, dignity and safety. Gender reassignment remains a protected characteristic.
'Race' / ethnicity	Our student profile comprises: White British – 87% White Irish - 0.2% Asian British – 0.4% White and Black African – 1.7% White and Black Caribbean – 0.7% White and Asian - 2.4% Any other mixed background – 1.3% Any other white background – 1.5% Any other Asian background - 0.2% Any other ethnic group - 0.4% Chinese – 1.3% Indian – 1.1% Pakistani – 0.9% Bangladeshi - 0.4% Black African - 0.4%
EAL (English as an Additional Language)	6.07% EAL The languages spoken within our student profile are: ● English - Tamil - Panjabi ● Arabic - Gujarati - Portuguese ● Bengali - Ukrainian - Portuguese (B) ● Cantonese - Sinhala - Urdu ● Chinese - Lithuanian - Japanese

Religion and Belief / no belief	Our student profile comprises: 37.1% - Christian 2% - Church of England 1.5% - Hindu 1.2% - Muslim 51.07% - No religion 1.5% - Roman Catholic 0.2% - Jewish 0.2% - Buddhist 1.5% - Refused 3.4% Other
SEND	Students identified with a Special Education Need: 2.82% - Education, Health & Care Plan 8.46% - School support
Sex (male/female)	Female: 54.01% Male: 45.99%
Sexual orientation	The school does not discriminate because of sexual orientation, tackles homophobic and biphobic bullying, and uses age-appropriate pupil voice and incident information rather than attempting to publish identifiable pupil sexuality data.
Pupil Premium	Students eligible for Pupil Premium: 9.3%

We update and publish equality information at least annually, show progress against the Trust's equality objectives, and revise the publication sooner where significant evidence or legal change requires it.

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