

PUBLIC SECTOR EQUALITY DUTY

Tytherington School are committed to equality. We aim for every student to fulfil their potential no matter what his/her background or personal circumstances.

We maintain the aim of embedding principles of fairness and equality across our entire curriculum, in assemblies and acts of collective worship, in break and lunchtimes, in pastoral support and in before and after school activities.

We must under the general duty of public sector equality duty, 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 will apply to all students, staff and others using the facilities. We will give relevant and proportionate consideration to the PSED.

The protected characteristics for Tytherington School's provisions 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). Age and marriage and civil partnership are NOT protected characteristics for the Tytherington School's provisions for students.

We will have due regard to advancing equality of opportunity including making serious consideration of the need to

- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- take steps to meet the needs of persons who share a protected characteristic that are different from the needs of persons who do not share it;
- encourage persons who share a relevant protected characteristic to participate in public life or in any activity in which participation by such persons is disproportionately low.

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 We welcome the opportunity to be transparent and accountable.

Tytherington School fulfils the specific duties of the Act by publishing their Equality Information and Objectives. We aim to make the information accessible, easy to read and easy to find.

EQUALITY INFORMATION

We maintain confidentiality and work to data protection principles (GDPR, 2018). We publish information in a way so that no student or staff member can be identified.

STAFF

Age	The school complies with its equalities duties in this regard. As of 1 st October 2023: <ul style="list-style-type: none"> • Under 21 - 1% • 21-30 - 17% • 31-40 - 20% • 41-50 - 31% • 51-60 - 23% • 61-65 - 8% • 65+ - 1%
Disability	The school complies with its equalities duties in this regard.
Gender	The school complies with its equalities duties in this regard. As of 1 st October 2023: <ul style="list-style-type: none"> • Female = 69% • Male = 33%
Gender reassignment	We are committed to supporting any staff member towards gender reassignment.
Marriage and 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.
Ethnicity	As of 1 st October 2023: <ul style="list-style-type: none"> • White British - 60% • White English – 12% • White, any other white background - 3% • White, Irish - 1% • Black or Black British, African - 1% • Not disclosed - 0% • Not obtained - 15% • Any other ethnic background - 1%
Religion and belief/no belief	The school complies with its equalities duties in this regard. Religion is not recorded.
Sexual orientation	We are committed to supporting all staff members regardless of sexual orientation.

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STUDENTS

Age	Our students range in age from 11 to 19 years.
Disability	We ensure that reasonable adjustments are made, where appropriate.
Gender	The school complies with its equalities duties in this regard. As of 1 st October 2021: <ul style="list-style-type: none"> • Female - 46% • Male - 54%
Gender reassignment	We are committed to supporting any student towards gender reassignment.
Ethnicity	As of 1st October 2021: <ul style="list-style-type: none"> • White British – 89.6% • White, any other white background – 4.4% • White, Irish – 0.07% • Black or Black British, African – 0.37% • Not disclosed – 0.37% • Any other ethnic background – 5.2%
EAL (English as an Additional Language)	5% EAL The languages spoken within our student profile are: <ul style="list-style-type: none"> • Arabic • Bengali • Chinese Mandarin • French • German • Polish • Hindi • Urdu • Spanish • Thai
Religion and belief/no belief	The school complies with its equalities duties in this regard. Religion is not recorded.
SEND	Students identified with a Special Education Need: <ul style="list-style-type: none"> • Education, Health & Care Plan (EHCP) – 2.9% • SEN Support – 6.25% • No Special Education Need – 90.7%
Sexual orientation	We support all students regardless of sexual orientation.
Pupil Premium	14.4% students eligible for Pupil Premium

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