

The Park Schools Federation
Public Sector Equality Duty
(PSED) 2026-2027



The Park Schools Federation is committed to equality.

Under the Public Sector Equality Duty contained within the Equality Act 2010, we have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Protected characteristics under the Equality Act 2010

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Age (staff only)
- Marriage and civil partnership (staff only)

We are committed to removing barriers, meeting differing needs and ensuring all pupils have equitable access to opportunities and experiences.

Equality Information

The Park Federation maintains confidentiality and complies with the UK General Data Protection Regulation (UK GDPR) and Data Protection Act 2018. Information is presented in a way that protects individuals from identification whilst providing meaningful equality information.

Protected Characteristic	Equality Information
Age	Pupils attend from Nursery through to Year 6 and range in age from 2 to 11 years. The federation comprises 233 pupils at the Infant and Nursery School and 270 pupils at the Junior School, giving a total of 503 pupils.
Disability	The federation makes reasonable adjustments to ensure disabled pupils can access education, facilities, services and activities.

Gender Reassignment	We are committed to supporting any pupil or family experiencing issues relating to gender identity and will treat all members of our community with dignity and respect.
Race / Ethnicity	The school community reflects a range of ethnic and cultural backgrounds. Languages spoken by pupils include English, Polish, Romanian, Bulgarian, Slovak, Urdu, Malayalam, Lithuanian and Chinese. English remains the first language of approximately 86% of pupils across the federation.
English as an Additional Language (EAL)	Approximately 70 pupils speak a language other than English as their first language, representing around 14% of the pupil population. We provide support to ensure all pupils can access learning and participate fully in school life.
Religion and Belief	We welcome and respect pupils and families from all faith backgrounds and those with no religious affiliation. Religious education and collective worship promote understanding, tolerance and respect for diversity.
Special Educational Needs and Disabilities (SEND)	Across the federation, 24 pupils (4.8%) have an Education, Health and Care Plan (EHCP) and 94 pupils (18.7%) receive SEN Support. A total of 118 pupils (23.5%) are identified with SEND.
Sex	The federation pupil population comprises approximately 247 female pupils (49%) and 256 male pupils (51%).
Sexual Orientation	We are committed to supporting all pupils and families regardless of sexual orientation.
Disadvantage / Pupil Premium	184 pupils (36.6%) have eligibility for Free School Meals, indicating a significant proportion of disadvantaged pupils across the federation. We use Pupil Premium funding to reduce barriers to achievement and participation.

Additional Equality Information

Attendance

The federation monitors attendance carefully to identify and address barriers affecting particular groups of pupils.

- Infant and Nursery School overall absence rate: **5.2%**.
- Junior School overall absence rate: **4.27%**.
- Persistent absence:
 - Infant and Nursery School: **16.67%** of pupils.
 - Junior School: **13.38%** of pupils.

Exclusions

No permanent exclusions were recorded in either school during the reporting period. No exclusions were recorded at the Junior School and only one suspension was recorded at the Infant and Nursery School.