



PUBLIC SECTOR EQUALITY DUTY

Tytherington School is 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

Manchester Road, Macclesfield, Cheshire SK10 2EE **HEADTEACHER:** Mr Emmanuel Botwe MA (Oxon)

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- 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 equality duties in this regard. As of 3rd June 2026: <ul style="list-style-type: none"> • Under 21 - 0% • 21-30 – 14.3% • 31-40 – 18.7% • 41-50 – 30.6% • 51-60 - 25% • 61-65 – 10% • 65+ - 1.8%
Disability	The school complies with its equality duties in this regard.
Gender	The school complies with its equality duties in this regard. As of 3 rd June 2026 <ul style="list-style-type: none"> • Female = 71.9% • Male =28.1%
Gender reassignment	We are committed to supporting any staff member undergoing gender reassignment.
Marriage and civil partnerships	The school complies with its equality duties in this regard.
Pregnancy and maternity	The school complies with its equality duties in this regard.
Ethnicity	As of 3rd June 2026: <ul style="list-style-type: none"> • White British – 6.25% • Asian/Asian British: Any other Asian/Asian British background - <1% • Asian/Asian British: Indian – <1% • Not disclosed – 92.5%
Religion and belief/no belief	The school complies with its equality 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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Tytherington School, registered in England and Wales, company number 08920320
Registered office: Tytherington School, Manchester Road, Macclesfield, Cheshire, SK10 2EE



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 equality duties in this regard. As of 2 nd June 2026: <ul style="list-style-type: none"> Female – 47.4% Male – 52.6%
Gender reassignment	We are committed to supporting any student towards gender reassignment.
Ethnicity	As of 1st October 2024: <ul style="list-style-type: none"> White British – 86.3% White, any other white background – 4.7% White and Asian – 2.3% Indian – 1.0% Black African – 1.0% Any other ethnic background – 4.6% Not disclosed – 0.1%
EAL (English as an Additional Language)	10.3% EAL The 52 languages spoken within our student profile are as of 2 nd June 2026: <ul style="list-style-type: none"> Afrikaans Akan/Twi-Fante Albanian/Shqip Arabic Arabic (Sudan) Believed to be Other Bengali Bosnian Bulgarian Cambodian/Khmer Chinese Chinese (Cantonese) Chinese (Mandarin/Putonghua) Czech Danish Dutch/Flemish English Filipino Finnish French German Greek Hindi Hungarian Indonesian/Bahasa Indonesia Italian Kurdish Malay/Indonesian Malayalam Ndebele Ndebele (Zimbabwe) Norwegian Other Panjabi Pashto/Pakhto Polish Portuguese Refused Romanian Romanian (Romania) Russian Shona Slovak Spanish Swedish Tagalog/Filipino Tamil Telugu Thai Turkish Ukrainian Urdu
Religion and belief/no belief	The school complies with its equality duties in this regard. Religion is not recorded.
SEND	Students identified with a Special Education Need as of 2 nd June 2026: <ul style="list-style-type: none"> Education, Health & Care Plan (EHCP) – 6.5% SEN Support – 6.3% Monitoring – 9.0% Diagnosis – 4.2% No Special Education Need – 74.0%
Sexual orientation	We support all students regardless of sexual orientation.
Pupil Premium	17.2% of students eligible for Pupil Premium

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