

Annual Equality Data Report 2025/26

Date reviewed: September 2025

Date of next review: September 2028

Lead professional: CEO



Polaris
Multi-Academy Trust

Reporting Cycle: Academic Year 2025/26

Publication Date: September 2026

Statutory Authority: Compliance statement under the Public Sector Equality Duty (PSED) / Equality Act 2010.

1. Trust-Wide Pupil Demographic Profile

- **Total Number of Enrolled Pupils:** 2,450 pupils across our primary and secondary phases.
- **Special Educational Needs and Disabilities (SEND):** 3.8% of pupils hold a statutory EHC Plan; 14.2% receive structured SEN Support.
- **English as an Additional Language (EAL):** 8.5% of the collective student population speak English as an additional language.
- **Pupil Premium (Disadvantaged Cohort):** 24.1% of pupils are actively eligible for Free School Meals (FSM), matching general regional averages.
- **Ethnic Diversity Breakdown:** 76.4% White British; 13.2% Asian or Asian British; 4.1% Black or Black British; 4.5% Mixed Heritage; 1.8% Other backgrounds.

2. Pupil Attainment & Attendance Outcomes Data (2025 / 2026)

Equality Cohort Group	Attendance Rate (%)	Persistent Absence (%)
All Pupils (Trust Average)	94.8%	11.2%
Pupil Premium (FSM)	91.6%	18.4%
Non-Pupil Premium	95.8%	8.9%
SEND (EHC Plan & Support)	90.9%	21.1%
English as an Additional Language (EAL)	95.1%	10.3%

Note: See DFE Performance tables for 2025 / 2026 attainment data.

3. Behaviour Management & Safety Monitoring Indicators

- **Prejudice-Related Incidents Logged:** A total of 14 distinct identity-based bullying or language incidents were tracked across the trust's management information systems (MIS).
- **Resolution Pathway Actions:** 100% of recorded incidents were fully investigated and resolved under our Prejudice-Based Bullying Policy framework. Interventions included targeted restorative year-group assemblies and parental alignment meetings.

- **Suspension Equity Check:** Data reviews show zero statistically significant variance or disproportionate representation of any protected characteristic within fixed-term exclusion logs.

4. Workforce & Governance Diversity Profile

- **Employee Headcount Band:** 250 to 499 active personnel across the central team and school settings.
- **Gender Representation Overview:** 74.2% Female workforce; 25.8% Male workforce.
- **Statutory Gender Pay Gap Indicator:** In alignment with our official national filings, our median hourly pay analysis reflects that women occupy 60.0% of the upper-tier pay quarter and 93.3% of the lowest-tier operational pay quarter.
- **Trust Board & Governance Auditing:** The Board of Directors and Local Governing Bodies (LGBs) maintain a diverse balance of professional skills, with recruitment processes continually reviewed to ensure local community representation.