

**Four Cs  
Multi-Academy Trust**



# **PUBLIC SECTOR EQUALITY DUTY REPORT**

## **FOUR Cs MAT**

**As at 1 September 2025**

# PUBLIC SECTOR EQUALITY DUTY

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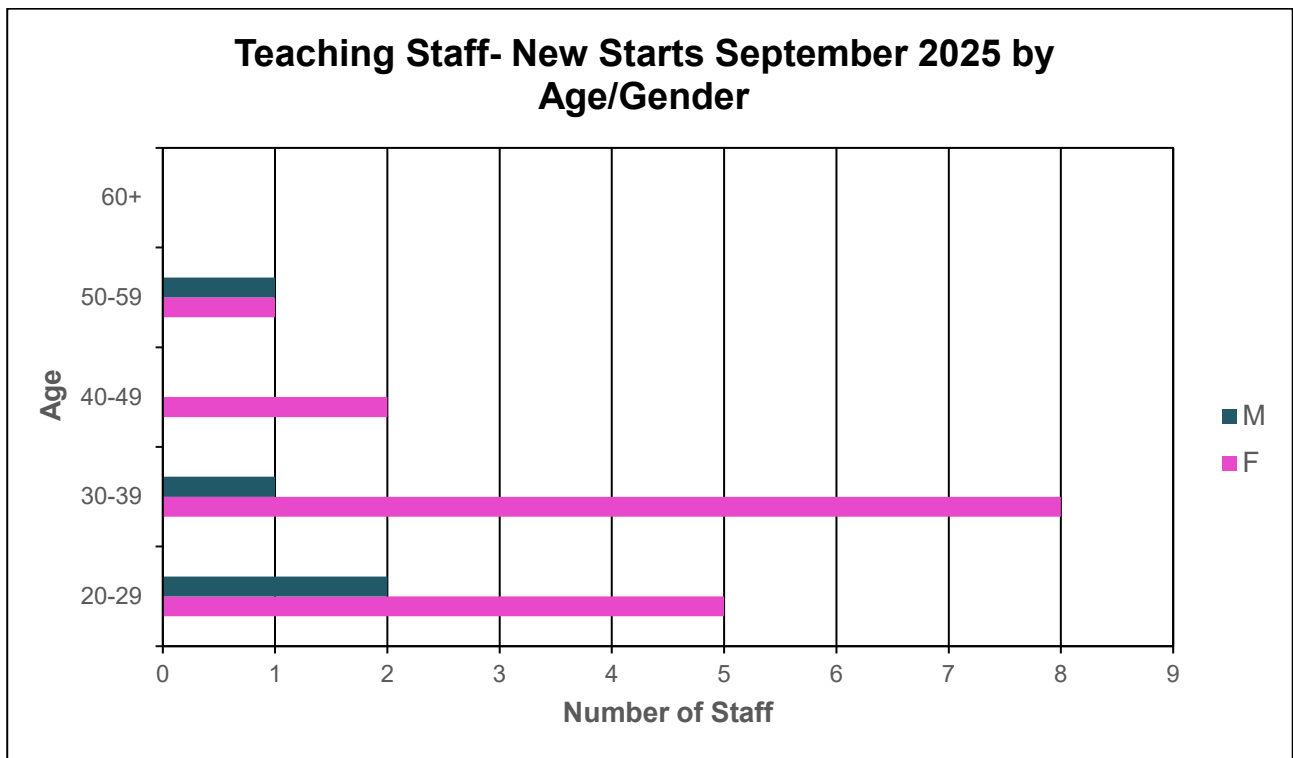
# PUBLIC SECTOR EQUALITY DUTY

The Equality Act 2010 places both general and specific duties on public bodies such as schools which need to be complied with in order to fulfil the requirements set out in the Equality Act. The general duty requires all public bodies to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the act.
- Advanced 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.

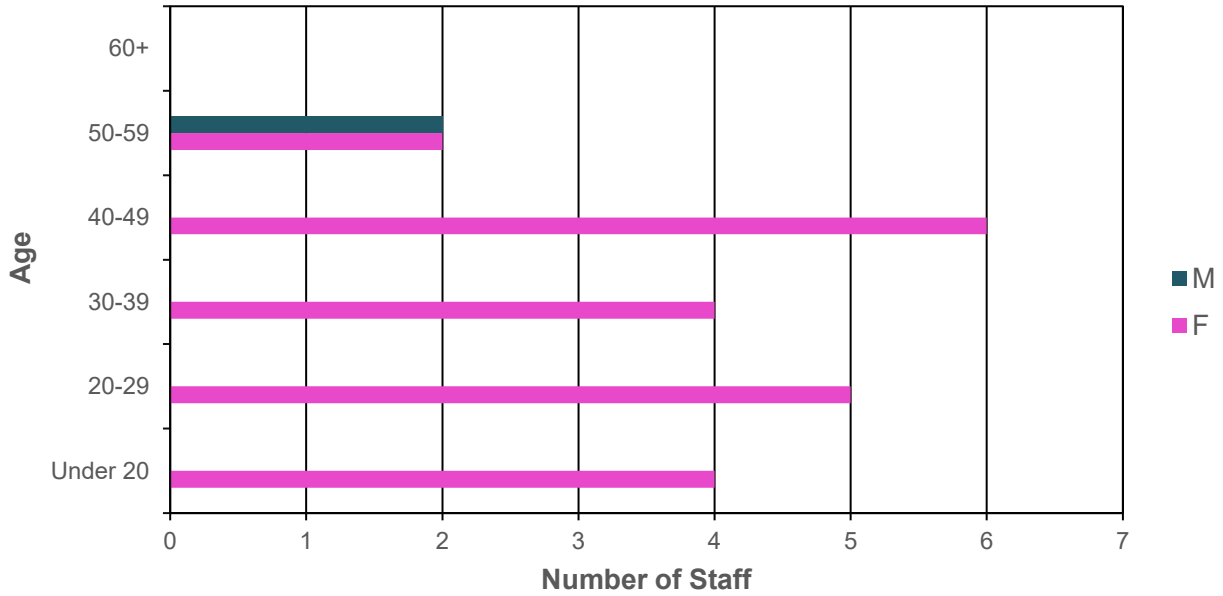
## Staff Workforce Information

### Recruitment



Teaching Staff - New starters from September 2025 by Age and Gender		
Age	F	M
20-29	5	2
30-39	8	1
40-49	2	0
50-59	1	1
60+	0	0
<b>Total</b>	<b>16</b>	<b>4</b>

### Support Staff - New Starts September 2024 by Age/Gender



### Support Staff - New starters from September 2025 by Age and Gender

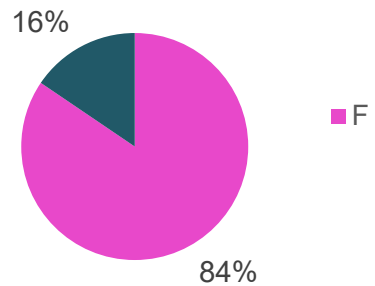
Age	F	M
Under 20	4	0
20-29	5	0
30-39	4	0
40-49	6	0
50-59	2	2
60+	0	0
<b>Total</b>	<b>21</b>	<b>2</b>

### Gender Analysis

#### Support Staff by Gender

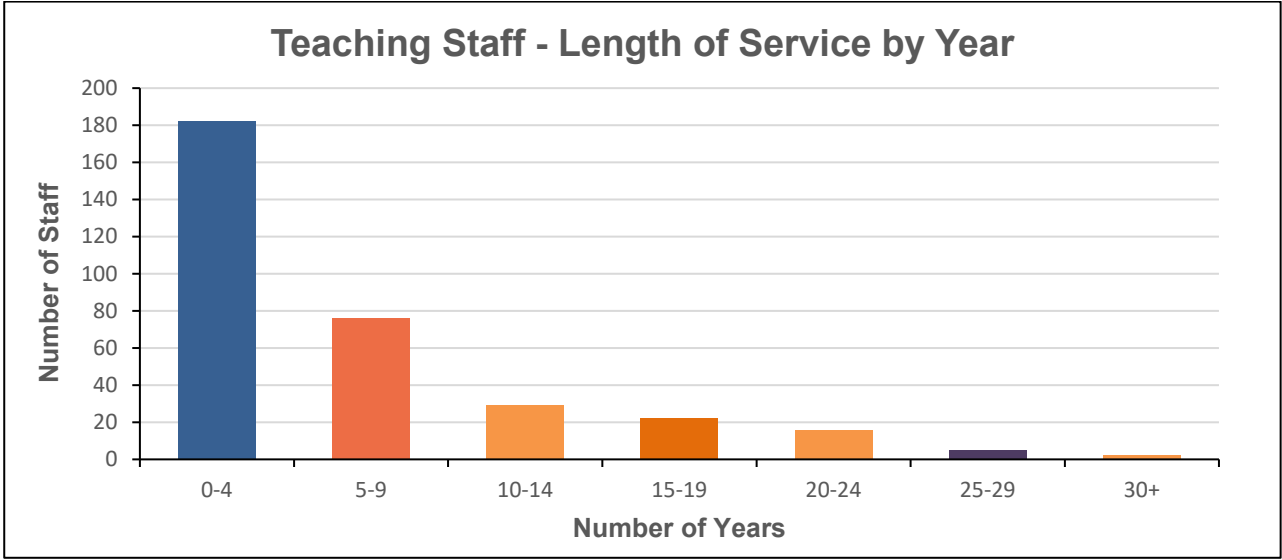


#### Support Staff by Gender

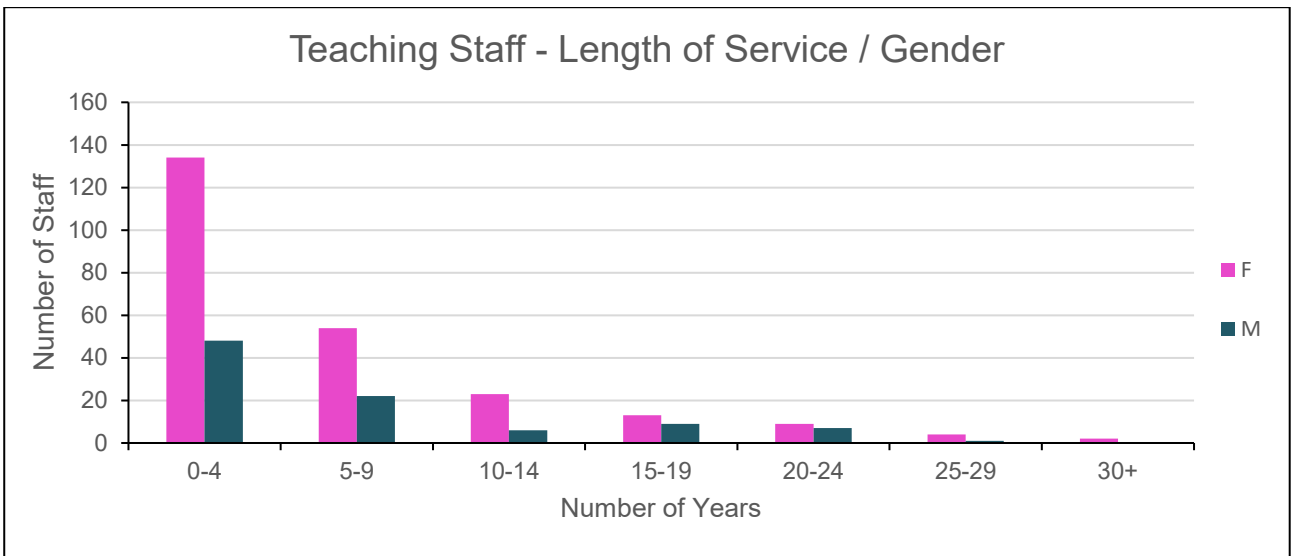


Support Staff - Gender		
Gender	Count	Percentage (%)
F	430	84%
M	79	16%
<b>Total</b>	<b>509</b>	<b>100%</b>

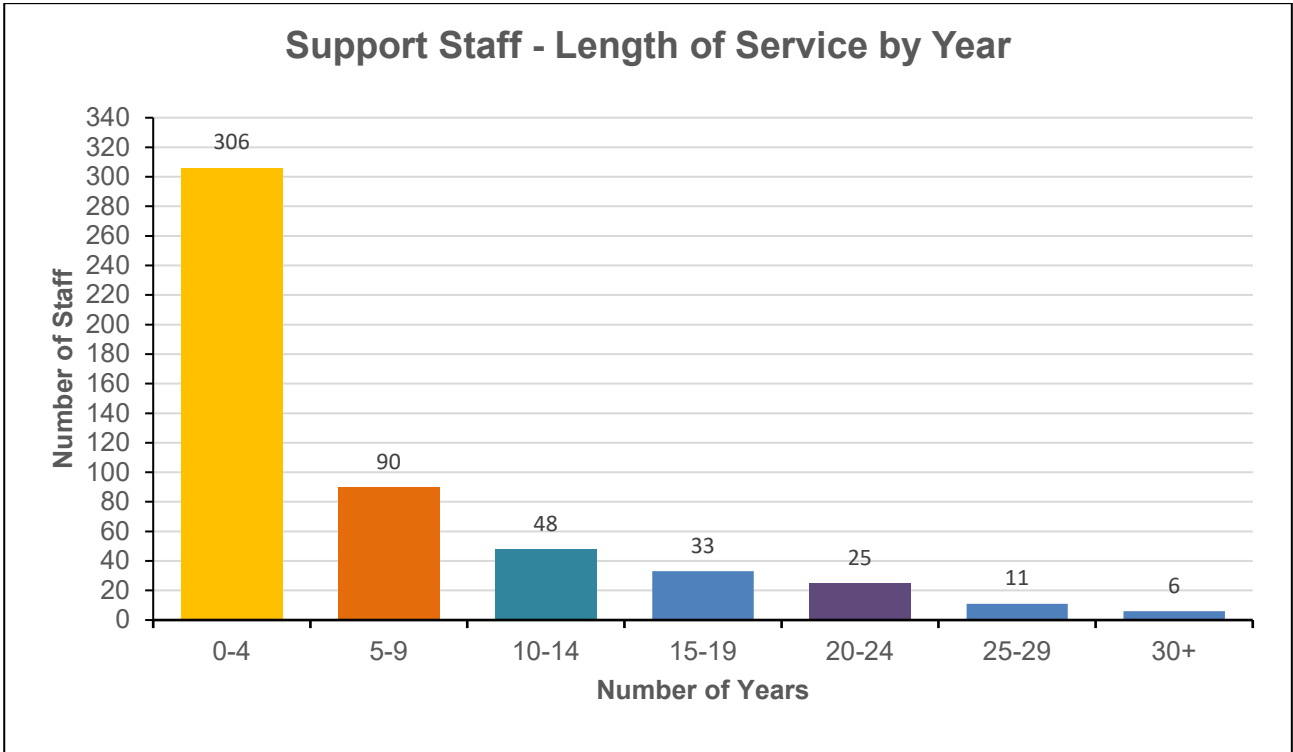
**Length of Service**



Teaching Staff - Length of Service		
Length of Service (Years)	Count	Percentage (%)
0-4	182	55%
5-9	76	23%
10-14	29	9%
15-19	22	7%
20-24	16	5%
25-29	5	2%
30+	2	1%
<b>Total</b>	<b>332</b>	<b>100%</b>

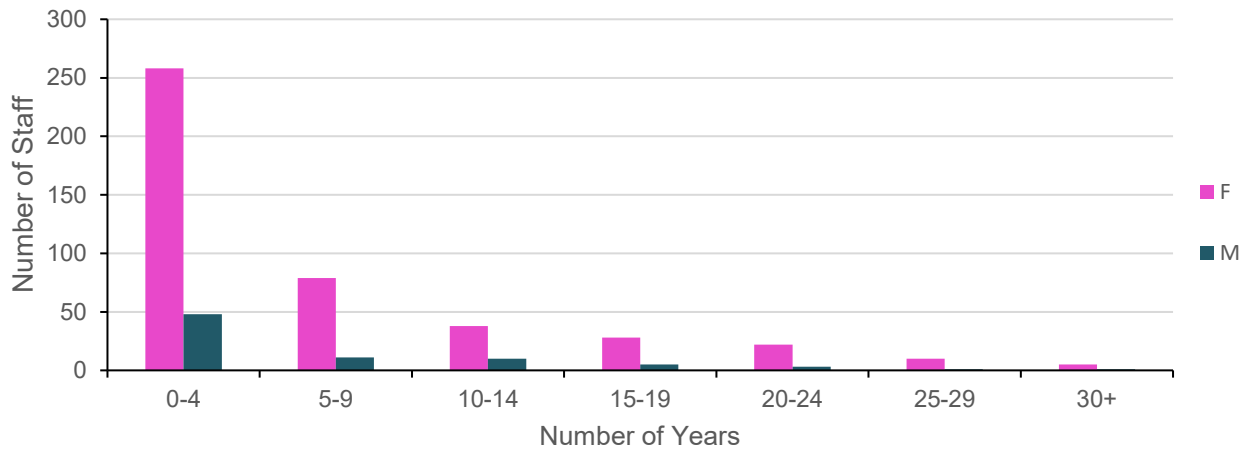


Teaching Staff - Length of Service by Gender							
	Length of Service						
Gender	0-4	5-9	10-14	15-19	20-24	25-29	30+
F	134	54	23	13	9	4	2
M	48	22	6	9	7	1	0
<b>Total</b>	<b>182</b>	<b>76</b>	<b>29</b>	<b>22</b>	<b>16</b>	<b>5</b>	<b>2</b>



Support Staff - Length of Service		
Length of Service (Years)	Count	Percentage (%)
0-4	306	59%
5-9	90	17%
10-14	48	9%
15-19	33	6%
20-24	25	5%
25-29	11	2%
30+	6	1%
<b>Total</b>	<b>519</b>	<b>100%</b>

Support Staff - Length of Service / Gender

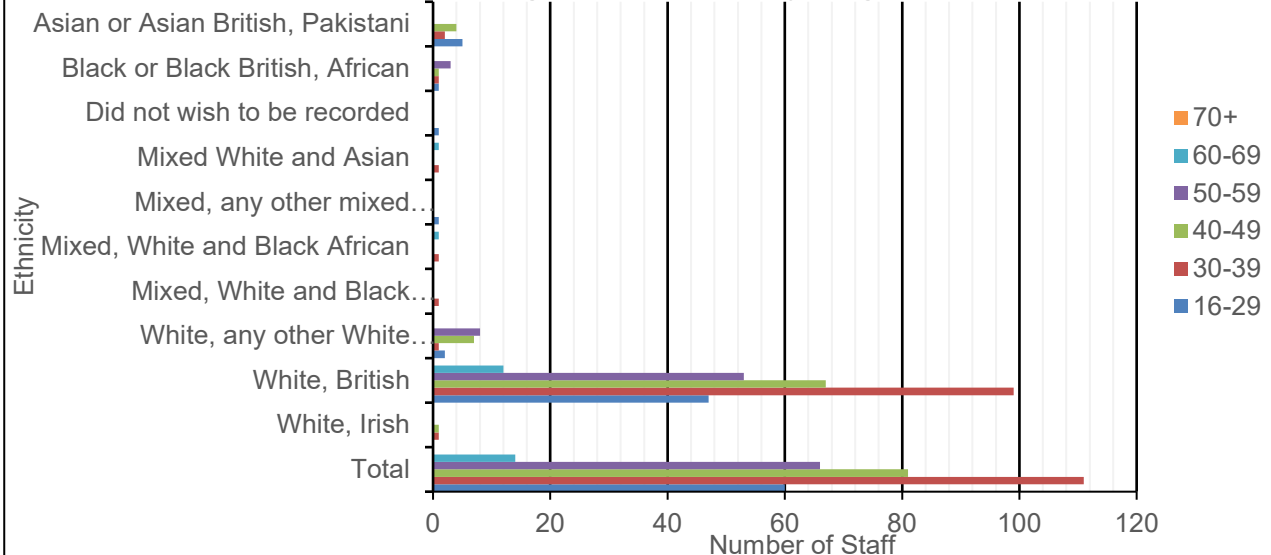


Support Staff - Length of Service by Gender

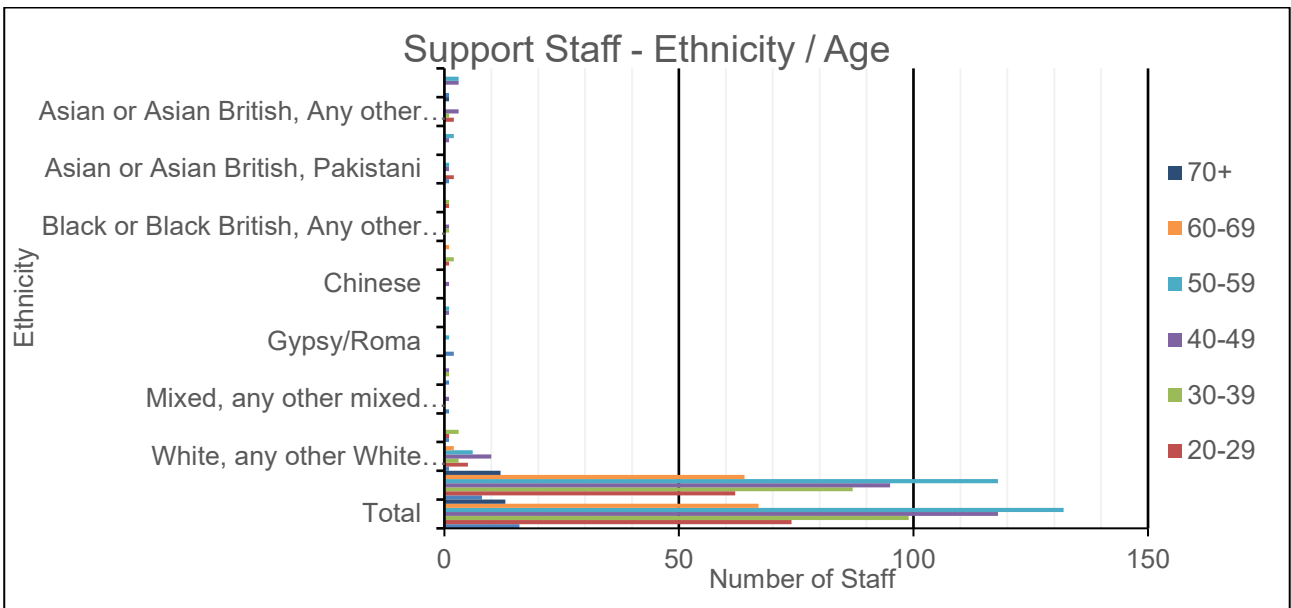
Gender	Length of Service						
	0-4	5-9	10-14	15-19	20-24	25-29	30+
F	258	79	38	28	22	10	5
M	48	11	10	5	3	1	1
<b>Total</b>	<b>306</b>	<b>90</b>	<b>48</b>	<b>33</b>	<b>25</b>	<b>11</b>	<b>6</b>

**Percentage of Employees from an Ethnic Minority**

Teaching Staff - Ethnicity / Age

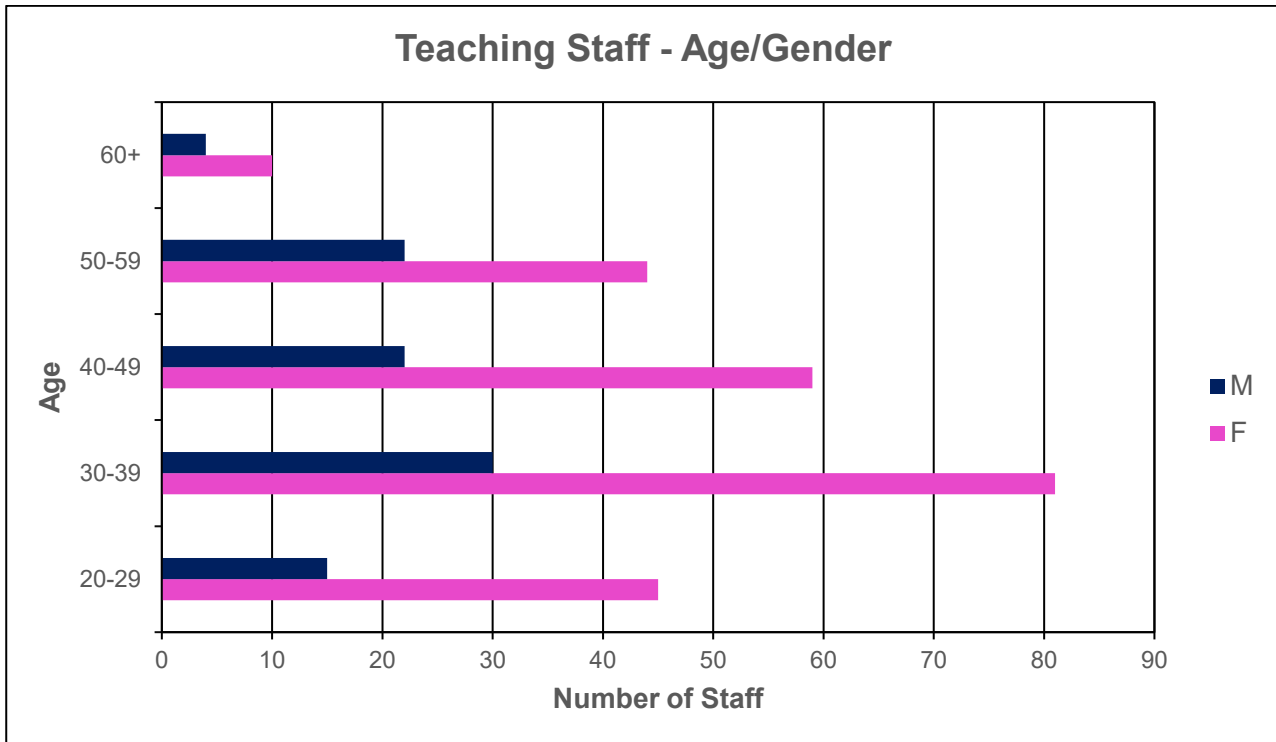


Teaching Staff - Ethnicity by Age						
Ethnicity	Age Range					
	16-29	30-39	40-49	50-59	60-69	70+
Asian or Asian British, Any other Asian Background	3	3	0	0	0	0
Asian or Asian British, Bangladeshi	0	0	1	0	0	0
Asian or Asian British, Indian	0	1	0	2	0	0
Asian or Asian British, Pakistani	5	2	4	0	0	0
Black or Black British, African	1	1	1	3	0	0
Did not wish to be recorded	1	0	0	0	0	0
Mixed White and Asian	0	1	0	0	1	0
Mixed, any other mixed background	1	0	0	0	0	0
Mixed, White and Black African	0	1	0	0	1	0
Mixed, White and Black Caribbean	0	1	0	0	0	0
White, any other White Background	2	1	7	8	0	0
White, British	47	99	67	53	12	0
White, Irish	0	1	1	0	0	0
<b>Total</b>	<b>60</b>	<b>111</b>	<b>81</b>	<b>66</b>	<b>14</b>	<b>0</b>

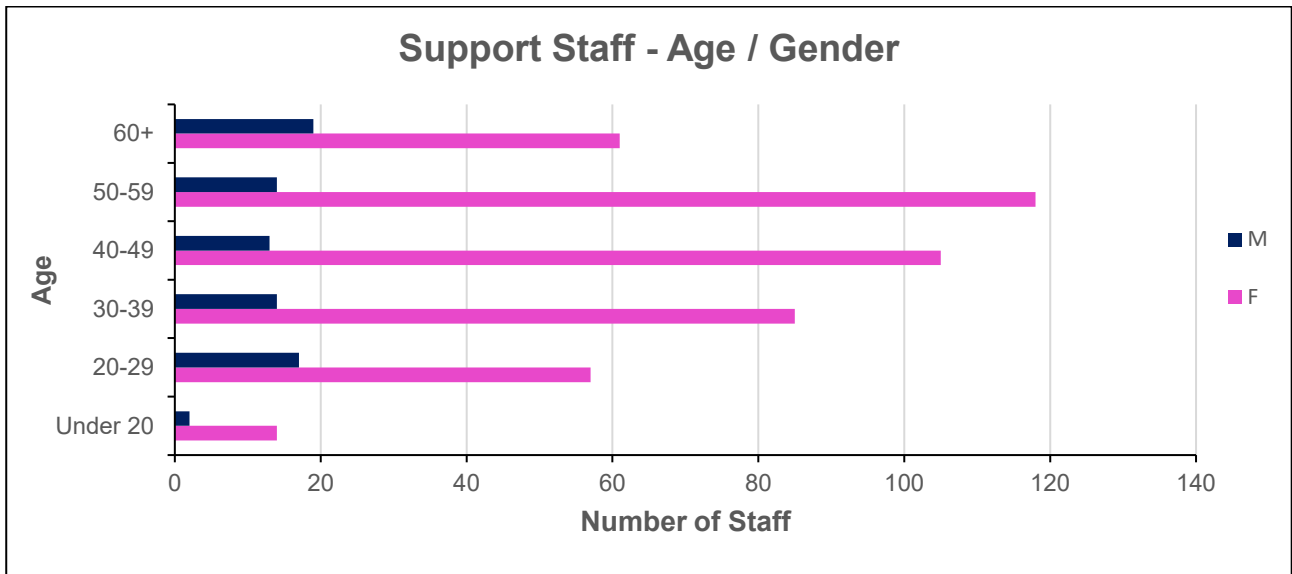


Support Staff - Ethnicity by Age							
Ethnicity	Age Range						
	Under 20	20-29	30-39	40-49	50-59	60-69	70+
Any other ethnic background	1	0	0	3	3	0	0
Asian or Asian British, Any other Asian Background	0	2	1	3	0	0	1
Asian or Asian British, Indian	0	0	0	1	2	0	0
Asian or Asian British, Pakistani	1	2	0	1	1	0	0
Black or Black British, African	0	1	1	0	0	0	0
Black or Black British, Any other Black background	0	0	1	1	0	0	0
Black or Black British, Caribbean	0	1	2	0	0	1	0
Chinese	0	0	0	1	0	0	0
Did not wish to be recorded	0	0	0	1	1	0	0
Gypsy/Roma	2	0	0	0	1	0	0
Mixed White and Asian	1	0	1	1	0	0	0
Mixed, any other mixed background	1	0	0	1	0	0	0
Mixed, White and Black Caribbean	1	1	3	0	0	0	0
White, any other White Background	1	5	3	10	6	2	0
White, British	8	62	87	95	118	64	12
Total	16	74	99	118	132	67	13

### Age Analysis



Teaching Staff - by Age and Gender		
Age	F	M
20-29	45	15
30-39	81	30
40-49	59	22
50-59	44	22
60+	10	4
<b>Total</b>	<b>239</b>	<b>93</b>



Support Staff - by Age and Gender		
Age	F	M
Under 20	14	2
20-29	57	17
30-39	85	14
40-49	105	13
50-59	118	14
60+	61	19
<b>Total</b>	<b>440</b>	<b>79</b>

**Percentage of Employees that have a Disability**

All Staff Disability	%
Disabled	4.58%
Prefer Not to Say	0.12%
Not disabled	95.30%

**Grievance, Harassment, Bullying, Victimisation and Discrimination Cases (Staff)**

Between 1 September 2024 and 31 August 2025 the Four Cs MAT handled 4 Grievances, these cases were investigated and resolved without formal hearings/tribunal.

## **Student Statistics**

Based on information retrieved from the schools MIS system using routinely collected data. Student population across the MAT totals 5559.

<b>Gender</b>	<b>Count</b>	<b>%</b>
Male	2867	51.57%
Female	2692	48.43%

<b>Ethnicity</b>	<b>Count</b>	<b>%</b>
Asian or Asian British - Any other Asian Background	115	2.07%
Asian or Asian British - Bangladeshi	12	0.22%
Asian or Asian British - Chinese	22	0.40%
Asian or Asian British - Indian	117	2.10%
Asian or Asian British - Pakistani	576	10.36%
Black or Black British - African	292	5.25%
Black or Black British - Any other Black Background	49	0.88%
Black or Black British - Caribbean	23	0.41%
Information Not Yet Obtained	24	0.43%
Mixed - any other mixed background	141	2.54%
Mixed - White and Asian	88	1.58%
Mixed - White and Black African	51	0.92%
Mixed - White and Black Caribbean	92	1.65%
Other - Any other ethnic group	87	1.57%
Other - Arab	27	0.49%
Refused	75	1.35%
White - any other White Background	867	15.60%
White - British	2865	51.54%
White - Gypsy or Irish Traveller	26	0.47%
White - Irish	6	0.11%
White - Roma	4	0.07%

<b>Religion</b>	<b>Count</b>	<b>%</b>
Buddhism	10	0.18%
Catholic	440	7.92%
Christian	1279	23.01%
Church of England	364	6.55%
Hindu	57	1.03%
Islam	950	17.09%
Jehovah's Witness	19	0.34%
Judaism	1	0.02%
No Religion	1843	33.15%
Not collected	476	8.56%
Other Religion	70	1.26%
Sikh	50	0.90%

SEN Status	Count	%
Education, Health and Care Plan	117	2.10%
SEN Support	693	12.47%
None	4749	85.43%

## **Objectives**

Under the Public Sector Equality Duty, objectives are required to be set at least every 4 years. Since, the Four Cs MAT set new objectives in 2024, we will continue to follow these objectives listed below with specific enhancements and measured based key performance indicators.

1. Update the exclusion and local behaviour policies to ensure that the Trust does not discriminate against pupils on the basis of such as SEN, disabilities or protected characteristics. This objective together with objective 5 will lead to at least a 10% reduction on prejudice-related bullying, such as homophobic, derogatory language, racist or indeed ethnical hatred by July 2026.
2. To continue to review and provide an individual academy-based environment that celebrates and respects diversity (students, staff and community members) in all academies within the Trust. This includes reducing prejudice, through modelling teaching and learning behaviours, growth mindsets, support strategies and educating all stakeholders purely based on a notion of fixed levels of ability. This will be evidenced through enhanced student, staff and parental positive feedback across the MAT.
3. To work towards narrowing the attainment and opportunities gap between boys' and girls', disadvantaged pupils, SEN need pupils and other sub cohorts that underperform.
  - a. The gap will be narrowed or closed across the Trust. This includes attainment measures at primary and secondary levels.
  - b. A commitment by the Trust and the schools to ensure there is an increase in the number of vulnerable pupils (eg SEND/Pupil Premium/CIC/PCIC) who are able to attend extracurricular activities across the whole Trust, including extra targeted tuition.
  - c. Where possible, an opportunity for pupils to receive a breakfast provision.
4. All schools within the Trust will commit to regularly reviewing their curriculum to ensure there are no discriminatory breaches (eg race, religion/belief or gender identity or stereotyping) and diversity is embraced. This includes PSHE Relationships, Sex Education, Careers (CEIAG) and Religious Education. This should lead to specific age-related educational targets being fulfilled across the academies in the Trust.
5. To continue to foster good relations between persons who share a relevant protected characteristics and persons who do not share it. This may include but is not limited to, assemblies/outside speakers/visitors, support groups, events, and day to day reminders of the ethos and values embedded in each school within the Trust. This will be evidenced through records of events taken place, their intended outcomes and impact on stakeholders that improve upon the previous academic year's outcomes.
6. The Trust will make every effort to accommodate the requirements of different religions and cultures and respect individuals' right to a private and family life, recognising that this may mean different domestic responsibilities. Please see the following for specific information on our approach to these issues:
  - a) Recruitment and Selection policy
  - b) Flexible Working policy
  - c) Parental Bereavement policy
  - d) Discretionary leave of Absence policy
  - e) Maternity/Paternity policies