

Annual Equality Data Report 2026/27

(reporting on 2025/26)





Polaris Multi-Academy Trust Annual Equality Data Report

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.