The All Saints' Trust

The Equality Act 2010
Equality Information about our employees

PLEASE NOTE YOU SHOULD REFER TO THE LOCAL GOVERNING BOARDS POLICY SECTIONS ON EACH OF OUR SCHOOL'S WEBSITES FOR THEIR OWN SPECIFIC EQUALITIES POLICY, INFORMATION AND OBJECTIVES.

We welcome our general duty under the Equality Act 2010 to eliminate unlawful discrimination, harassment, victimisation and any other unlawful conduct prohibited by the act; advance equality of opportunity between people who share and people who do not share a relevant protected characteristic and foster good relations between people who share and people who do not share a relevant protected characteristic.

Academy policy statement on equality and community cohesion

- We ensure that everyone is treated fairly and with respect.
- We make sure that our schools are a safe, secure and stimulating place for everyone.
- We recognise that people have different needs and we understand that treating people equally does not always involve treating them all exactly the same.
- We actively promote British values such as "mutual understanding and respect", equality and support ideals such as democracy, respect and tolerance for all races, cultures, faiths and beliefs.
- We make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity, colour or national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or having recently had a baby; their religion or beliefs; their sexual identity and orientation.

As part of this duty, as we have more than 150 staff working within our Multi-Academy Trust, we are required to annually publish information about our employees.

This information aims to provide a profile of our Trust workforce and our employment practices.

Confidentiality
Guarantees of confidentiality are given to all staff who provide monitoring information or who take part in staff surveys. Names and data are anonymised and we observe the convention not to report where there are 5 or less respondents in any grouping (this is marked with a *).

As of March 1st 2026, the Trust employs 333 staff. Our staff are employed in the following main groups:

- Teaching staff
- Administrative and other related posts
- Support staff
- Midday supervisors
- Site supervisors
- Any other employees

Age
Data on the ages of our employees is recorded, but not currently collated.

Disability
No disabilities have been declared by our employees.

Ethnicity and race – All schools totalled

Asian or Asian British			**Mixed**		
Bangladeshi heritage	*		Other mixed heritage	*	
Indian heritage	10		White and Asian	*	
Other Asian heritage	8		White and Black African	0	
Pakistani heritage	*		White and Black Caribbean	*	
Ghanaian heritage	*		British heritage	123	
Nigerian heritage	0		Irish heritage	63	
Somali heritage	0		White Other (#)	42	
Caribbean heritage	14		Gypsy / Roma	0	
Other Black heritage	24		Traveller of Irish heritage	0	
Chinese	*		Any other Ethnic Group	16	
Unknown	21				

Eastern European (included in White Other)

Gender – All schools totalled

	% of all staff
Female	76
Male	24

Gender identity or reassignment

Data on the gender identity of our employees is not currently recorded.

Pregnancy and maternity

Data on the pregnancy and/or maternity status of our employees is recorded, but not currently collated.

Religion or belief – All schools totalled

Buddhist	0
Catholic	196
Christian	26
Hindu	*
Jewish	*
Muslim	13
No Religion	7
Other Religions	0
Refused	0
Sikh	0
Unknown	87

Sexual orientation

We do not currently collect data on the sexual orientation of our employees.