

Equality Information 2025 – 2026: Staff

Introduction

Keswick School is committed to promoting equality, diversity and inclusion for all members staff. This report sets out how we meet our responsibilities under the Public Sector Equality Duty of the Equality Act 2010.

Monitoring our workforce data helps us understand the impact of our employment practices, identify trends and ensure that our policies and procedures support a fair and inclusive working environment.

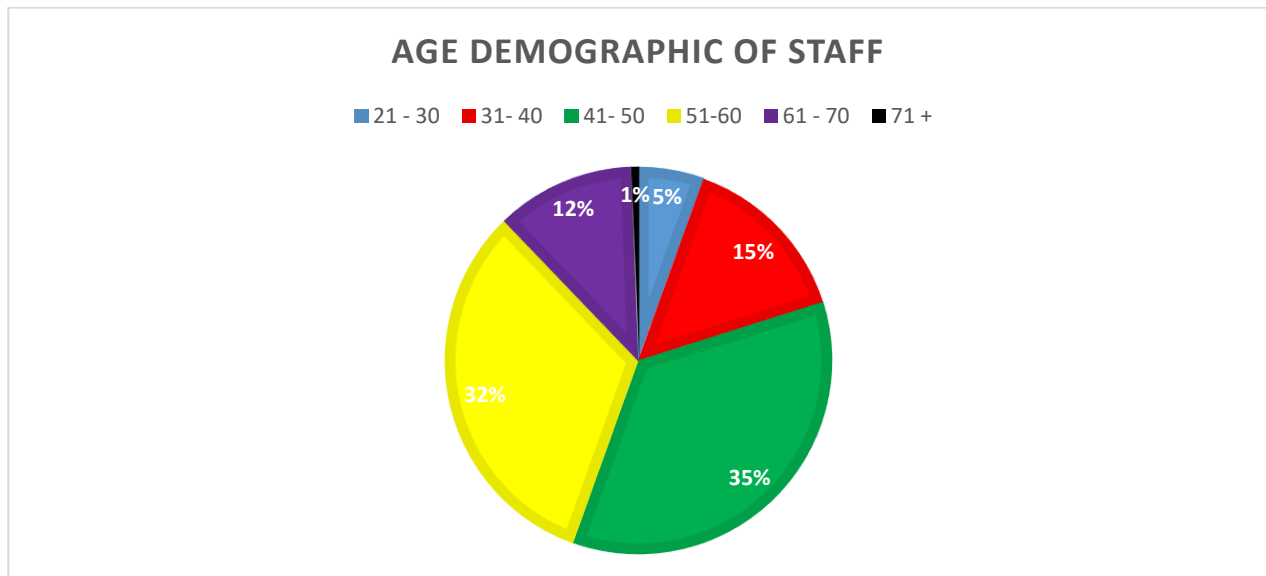
Unless otherwise stated, all data relates to staff employed as of 7th April 2026.

Overall Employee Equality Data

Sex

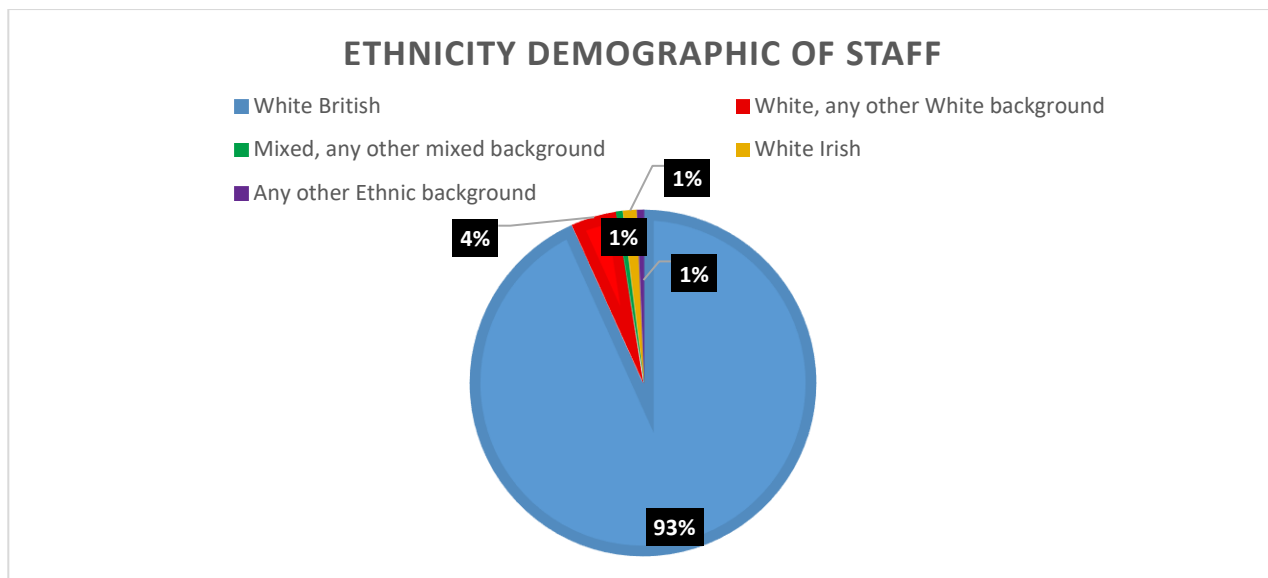
Keswick School has a male to female ration of 1 : 2.4 (48 males and 117 females). Staff are paid according to role, responsibility, contracted hours and working patterns, regardless of gender.

Age

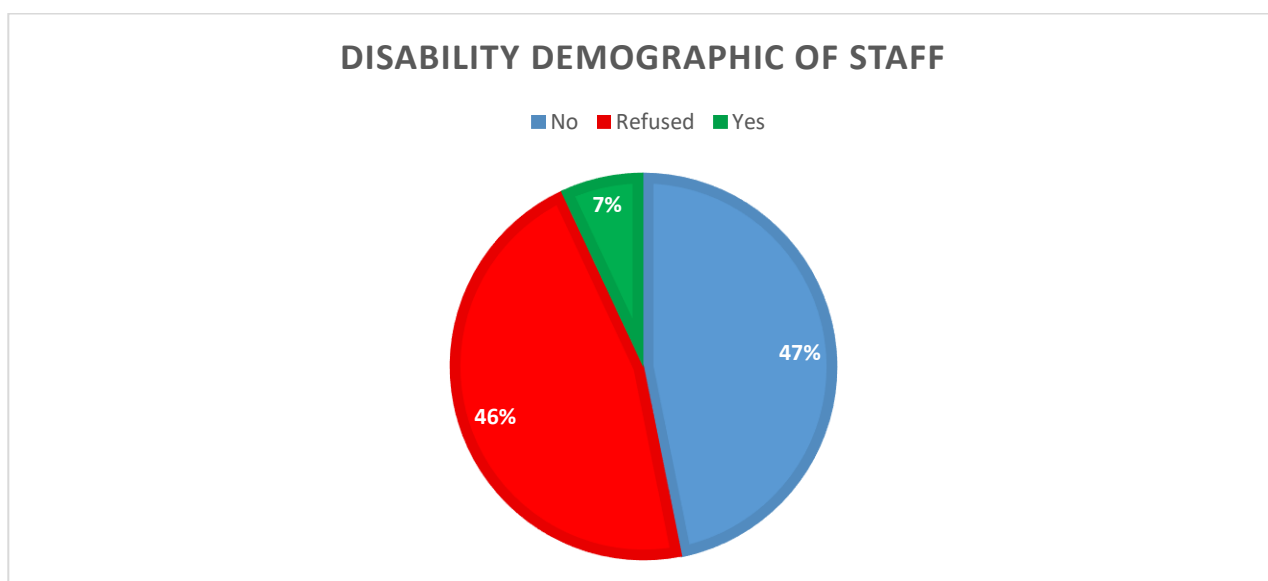


Keswick School employs staff across a broad range of age groups. All appointments and promotions are based solely on merit, ability and compliance with employment law. All staff have access to training, professional development and progression opportunities.

Ethnicity



Disability



Staff may voluntarily declare a disability during recruitment or employment. Keswick School is committed to making reasonable adjustments to ensure that disabled employees can fully participate in all aspects of school life.



Head teacher: S. Jackson, M.A. (Oxon), M.Ed., FRSA
Keswick School Multi Academy Trust
a company limited by guarantee
Registered in England: Company Number: 07664297
Registered Office: Vicarage Hill, Keswick, Cumbria, CA12 5QB. Tel. 017687 72605
Email: admin@keswick.cumbria.sch.uk
Web: <http://www.keswick.cumbria.sch.uk>

Religion and Belief

Applicants may choose to provide information about religion or belief. Where provided, this is recorded confidentially. Keswick School supports staff of all faiths and none, including offering time off for major religious observance days.

Sexuality and Gender Reassignment

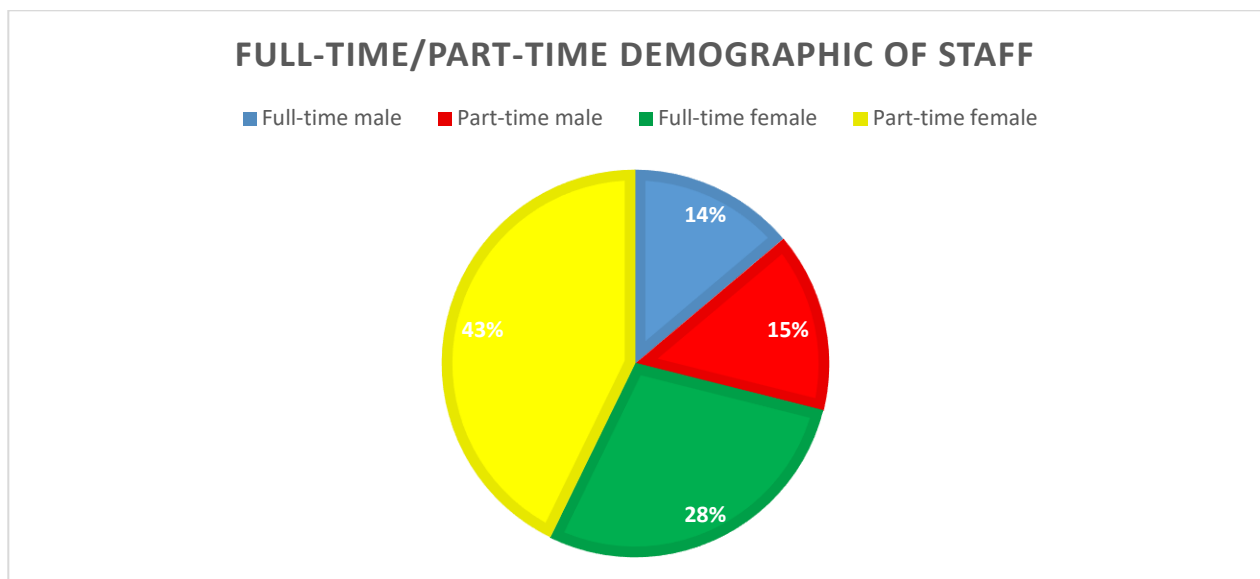
Applicants may optionally provide information regarding sexual orientation, gender reassignment and preferred pronouns. Where shared, this information is held confidentially. Keswick School is committed to supporting LGBTQ+ staff and ensuring an inclusive environment for all.

Pregnancy, Maternity and Paternity

Keswick School supports employees through pregnancy, maternity, adoption and shared parental leave. During 2025–26, two members of staff returned from shared parental leave. We continue to offer flexible working arrangements and return-to-work support to retain skills and experience.

Full-time/Part-time Working

Keswick School employs a mix of full-time and part-time staff across teaching and support roles. Part-time working is supported wherever operationally possible, helping staff balance work and personal commitments.



Flexible Working

Keswick School recognises the value of flexible working in attracting and retaining a diverse workforce. During 2025–26, 13 flexible working requests were approved. Requests are considered in line with statutory guidance and the needs of the school.



Head teacher: S. Jackson, M.A.
(Oxon), M.Ed., FRSA
Keswick School Multi Academy Trust
a company limited by guarantee
Registered in England: Company Number:
07664297
Registered Office: Vicarage Hill, Keswick,
Cumbria,
CA12 5QB. Tel. 017687 72605
Email: admin@keswick.cumbria.sch.uk
Web: <http://www.keswick.cumbria.sch.uk>

Dismissals and Grievances

During 2025–26:

- No members of staff with a protected characteristic were dismissed
- No members of staff with a protected characteristic raised a grievance (formal or informal)

We monitor this data to ensure fairness and to identify any potential barriers or concerns.

How We Use Equality Data

Keswick School uses workforce equality data to:

- review recruitment and promotion practices
- ensure policies are applied fairly
- identify under-representation or disparities
- shape our Equality Objectives and Action Plan

We continue to encourage staff to update their personal data so that our monitoring remains accurate and meaningful.

Recruitment and Inclusive Practice

Keswick School is committed to fair and transparent recruitment. We ensure:

- job adverts use inclusive language
- reasonable adjustments are available throughout the recruitment process
- shortlisting and selection are based solely on merit
- confidentiality is maintained for all personal data

Accessibility

Keswick School aims to ensure that our workplace, policies and communications are accessible to all staff. Adjustments are available on request, and we work collaboratively with employees to meet individual needs.

Equality Objectives 2026–27

Our Equality Objectives for 2026–27 are set out in the MAT Equality Action Plan.



Head teacher: S. Jackson, M.A.
(Oxon), M.Ed., FRSA
Keswick School Multi Academy Trust
a company limited by guarantee
Registered in England: Company Number:
07664297
Registered Office: Vicarage Hill, Keswick,
Cumbria,
CA12 5QB. Tel. 017687 72605
Email: admin@keswick.cumbria.sch.uk
Web: <http://www.keswick.cumbria.sch.uk>