



Equalities Policy

(including Equalities Information and Objectives)



Harefield Primary School

Prepared By:	Donna Fox – Director of Education Primary		
Approved By:	Governors	Date:	Pending
Start Date:	September 2024	Review	September 2026

1 Introduction

Harefield Primary School welcomes our duties under the Equality Act 2010 as both a provider of education and as an employer.

We believe that all pupils and members of staff should have the opportunity to fulfil their potential whatever their background, identity and circumstances. We are committed to creating a community that recognises and celebrates difference within a culture of respect and co-operation. We appreciate that a culture which promotes equality will create a positive environment and a shared sense of belonging for all who work, learn and use the services of our school. We recognise that equality will only be achieved by the whole school community working together – our pupils, staff, governors and parents/carers.

This document outlines the principles which will guide our approach to working with our school community and enabling an open culture. For staff and prospective staff, this policy should be read in conjunction with the Hamwic Equalities Policy.

National and Legal Context

We recognise that we have duties under the Equality Act 2010 in relation to the school community to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (applicable only to staff), disability, ethnicity, gender (including issues of transgender, maternity and pregnancy), religion and belief, sexual orientation and marital status (applicable only to staff).

We also recognise that we have a duty under the Education & Inspections Act 2006 to promote community cohesion, i.e. developing good relations across different cultures and groups.

We also appreciate that these duties reflect the international human rights standards as expressed in the UN Convention on Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

School Context

Harefield Primary School is based in an area of high deprivation, with 42% of pupils eligible for Pupil Premium funding. We have a growing number of pupils with English as an additional language (21% of pupils as of September 2025) and many of these pupils are new arrivals to the country. 24% of our pupils have Special Educational Needs, with SEMH being the prime area of need. 4% of our pupils have an Education Health Care Plan, with SEMH and Speech, Language and Communication being the prime areas of need.

We collect equality information and this can be referenced in the appendices of this statement.

Principles

To fulfil our legal obligations, we are guided by a number of principles. All pupils, families and staff are of equal value.

We see all pupils, potential pupils, their parents and carers, and staff as of equal value:- •

Whether or not they are disabled

- Whatever their ethnicity, culture, national origin or national status

- Whatever their gender and gender identity
- Whatever their religious and non-religious affiliation or faith background
- Whatever their sexual orientation
- Whatever their marital status
- Whether they are currently pregnant or have recently given birth
- Whatever their age
- Whether they have a connection with the forces community
- Whether or not English is their first language
- Whether or not they have refugee/asylum status
- We recognise and respect difference

We recognise that treating people equally does not necessarily involve treating them all the same. We recognise that our policies, procedures and activities must not discriminate but must take account of diversity and the kinds of barriers and disadvantage that staff, parents/carers or pupils may face in relation to their protected characteristics:-

- Disability – we note that reasonable adjustments may need to be made
- Gender (including transgender) – we recognise that girls and boys, men and women have different needs
- Religion and belief – we note that reasonable requests in relation to religious observance and practice may need to be made and complied with
- Ethnicity and race – we note that all have different experiences as a result of our ethnic and racial backgrounds
- Age – we value the diversity in age of staff, parents and carers
- Sexual orientation – we respect that individuals have the right to determine their own sexual identity and that they should not experience disadvantage as a result of their preference
- Marital status – we recognise that our staff, parents and carers may make their own personal choices in respect of personal relationships and that they should not experience disadvantage as a result of the relationships they have
- Pregnancy and maternity – we believe that our staff, parents and carers should not experience any unfair disadvantage as a result of pregnancy or having recently given birth
- We foster positive attitudes and relationships, and a shared sense of cohesion and belonging

We intend that our policies, procedures and activities should promote:-

- positive attitudes and interaction between groups and communities different from each other
- an absence of harassment, victimisation and discrimination in relation to any protected characteristics

We observe good equalities practice in relation to staff and follow the Hamwic Education Trust's Disability and Equality policy. We ensure that our policies and practices for all staff and potential staff throughout the employment lifecycle, i.e. from recruitment through to the cessation of employment and beyond, are applied fairly and consistently across all groups with full respect for legal rights, taking into account aspects applicable to particular groups (e.g. duty to make reasonable adjustments for disabled staff). We aim to reduce and remove inequalities and barriers that already exist

We intend that our policies, procedures and activities avoid or minimise any possible negative impacts and we aim to reduce inequalities that exist between groups and communities different from each other. We consult and involve, to ensure that views are heard.

In our development of policies, we engage with groups and individuals, including pupils who are affected by a policy or activity to ensure that their views are taken into account. For policies and activities affecting pupils, we will take account of views expressed at school council; for parents, through parent governor representation and for staff, through staff governor representation. Where necessary, we will consult more widely with specific groups.

We aim to foster greater community cohesion. We intend that our policies, activities and curriculum offer greater social cohesion and provide for an equal opportunity to participate in public life irrespective of the protected characteristics of individuals and groups.

We base our practices on sound evidence. We maintain and publish information annually to show our compliance with the public sector equality duty, set out under section 149 of the Equality Act 2010. Our current equality information can be found in Appendix A to this policy statement.

We set ourselves specific and measurable equality objectives. We develop and publish specific and measurable objectives every four years based on the evidence that we have gathered (principle 8) and the engagement we have been involved in (principle 7).

The objectives can be found in Appendix B to this policy statement and take into account both national, county and school level priorities.

We will set ourselves new objectives every four years, but keep them under review and report annually on progress towards achieving them.

Application of the principles within this policy statement

The principles outlined in the policy statement will be applied and reflected in:- •

The delivery of the school curriculum

- The teaching and learning within the school
- Our practice in relation to pupil progress, attainment and achievement
- Our teaching styles and strategies
- Our policies and practice in relation to admissions and attendance
- Our policies and practice in relation to staff
- Our care, guidance and support to pupils, their families and staff
- Our policies and practice in relation to pupil behaviour, discipline and exclusions
- Our partnership working with parents and carers
- Our contact with the wider school community

Addressing prejudice and prejudice-related bullying

The school is opposed to all forms of prejudice including, but not limited to prejudice related to protected characteristics.

We will ensure that prejudice-related incidents in relation to staff and pupils are recorded and dealt with appropriately.

Roles and responsibilities

The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and action plans are implemented and that arrangements are in place to deal with any concerns or unlawful action that arises. This policy will be reviewed and updated by the Governing Body in conjunction with its equality objectives every four years.

The headteacher is responsible for implementation of this policy, ensuring that all staff are aware of their responsibilities and given appropriate training and support and for taking appropriate action in any cases of unlawful discrimination, harassment or victimisation.

All staff are expected to work in accordance with the principles outlined in this policy to:-

- promote an inclusive and collaborative ethos in their practice
- deal with any prejudice-related incidents that may occur
- plan and deliver curricula and lessons
- support pupils in their class who have additional needs

Appendix A Equalities Information

We recognise that the public sector equality duty has three aims, to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act
- advance 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

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation).

We have also involved staff, pupils, parents and others in the following ways:

- Completed questionnaires to ascertain parent and carers' views on discrimination and inclusion
- Become a Unicef Gold Rights Respecting School, where pupil voice is paramount to the school's view of equity and equality
- Involved staff directly with the writing of the school's objectives

Pupil-related data

Pupil Information –Harefield Primary School Information for 2025-2026 academic year

	Number (whole school)	Attendance % (whole School)	Outcomes Combined KS2 results July 2024 - % reaching expected standard	Outcomes Combined KS2 results July 2024 - % reaching higher standard
Boys	201	95.8%	44%	2%
Girls	205	95.0%	61%	0%
EAL (English as an additional language)	85	95.6%	52%	2%
SEN (Special Educational Needs)	97	94.1%		
FSM (Free School Meals)	165	94.8%	29%	0%
EHCP (Education Health and care plan)	15	93.8%		
LAC (Looked after Child)	2			
Service children premium	2			
Any other Asian Background	6			
Any other Ethnic Group	5			
Any other mixed background	6			

Any other white background	28
Black Caribbean	0
Chinese	4
Indian	16
Not yet obtained	2
Other mixed background	1
Other white British	2
Pakistani	5
White British	245
White English	9
White and any other ethnic group	11
White and Asian	4
White and Black African	9
White and Black Caribbean	9
White Eastern European	1

Further Performance Data can be found in the Statutory Information section on our Website.

The school has published various policies on the school's internet site, such as the SEN report, behaviour policy, attendance policy, safeguarding and child protection policies and our curriculum information. These policies evidence the school's commitment to the principles outlined in this policy and the public sector equality duty.

Date of publication of this appendix: 29/09/2025

Date for review and re-publication: September 2027

Appendix B Equality Objectives

We recognise that the public sector equality duty has three aims:

- To eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act
- To advance equality of opportunity between people who share a protected characteristic and those who do not
- To foster good relations between people who share a protected characteristic and those who do not

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, sex, gender reassignment, age, pregnancy and maternity, marital status, sexual orientation, religion and belief and sexual orientation).

We have also involved staff, pupils, parents and others in the following ways:

- Completed questionnaires to ascertain parent and carers' views on discrimination and inclusion
- Become a Unicef Gold Rights Respecting School, where pupil voice is paramount to the school's view of equity and equality
- Involved staff directly with the writing of the school's objectives

Having referred to and analysed our equality information, we have set ourselves the following objective(s):

Objective	Milestones – how do we know we are making progress?	Final review
Objective 1: Ensure equitable access to enrichment opportunities for all pupils, regardless of socio-economic background	Analyse the attendance of pupil groups at clubs, those with additional responsibilities and at other extra-curricular activities and support groups with under-representation to access these activities so that there are no gaps	
Objective 2: Enhance physical accessibility, particularly in terms of those with specific sensory needs, across the	Reduce incidences of dysregulation leading to poor behaviour. Analyse antecedents that have led to poor behaviour choices across the school day.	

<p>school environment to ensure all pupils, staff, and visitors can participate fully in school life, at all times of the school day</p>	<p>Reduce the number of lunchtime and breaktime detentions and reflections.</p>	
<p>Objective 3: Foster a school culture that celebrates diversity and promotes inclusion</p>	<p>Seek parent/carer and pupil views on diversity and inclusion. Ensure equitable opportunities for all pupil groups. Where appropriate ensure materials for teaching represent a diverse range of backgrounds and faiths. Term by term – audit resources for teaching. Ask – where do pupils see themselves and their lives in the place that they learn? Communicate changes to parents – where possible publish this in a range of languages to ensure parents can access this information.</p>	

Date of publication:

29/09/2025

Date for review and re-publication:

September 2027

NOTE: The Equality Act 2010 (Specific Duties) Regulations 2011 require Governing Bodies to publish equality objectives at intervals of no more than four years but schools should publish detail on progress towards these objectives on an annual basis and publish this detail on the school's internet site.