

**Hatch Warren Infant School
School Equality Policy
(including Equality Information and Objectives)**

Document Control Page
Revision History

October 2025	Major	SB	Complete revision in line with HCC guidance

Date Approved by Governing Body: October 2025

Date to be reviewed by Governing Body: October 2026

This policy is available on our school website and is available on request from the school office. We also inform parents about this policy when their children join our school and regularly thereafter through our school newsletter and other relevant opportunities.

Introduction

We welcome 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 school's Employment Equality 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, race, 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 [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives.

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

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

Hatch Warren Infant School is an inclusive school which provides education for boys and girls aged 4 - 7 years and serves the area of Hatch Warren and Beggarwood in Basingstoke.

The school sits in an area of Basingstoke that is relatively deprived, although some pupils come from more affluent backgrounds.

The main religious group is Christian. However, we do have several other faiths including:

- Buddhist
- Catholic
- Eastern Orthodox
- Hindu
- Muslim
- Romanian Orthodox
- Sikh

The current context of the school (NOR) in terms of its vulnerable groups is as follows (October 2025). There are currently 252 children on roll.

- 23% of pupils (57) take free school meals (FSM).
- 23% of pupils (58/252) are currently on the SEND register. This includes 35 at SEN support plus 2 at the pending or assessment stage for an EHCP and 23 finalised EHCPs across the school.
- 35% of pupils (87) come from a range of ethnic minority backgrounds.
- 19% has English as an additional language (EAL) (48).
- 0 children are currently in care of the LA. 3 children are post looked after.
- 1 service child.

Authorised absences for 2024/2025 were 5.88% and unauthorised absences were 1.99%.

To date (24th October 2025) - authorised absences are 4.09% and unauthorised absences are 1.05.

Principles

To fulfil our legal obligations, we are guided by a number of principles.

1. 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.

2. 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 understand 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 acknowledge that reasonable requests in relation to religious observance and practice may need to be made and complied with.
- Ethnicity and race - we appreciate 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.

3. 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.
- tolerance, friendship and understanding of a range of religions and cultures.

4. We observe good equalities practice in relation to staff

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).

5. We aim to reduce and remove disadvantages suffered by people that are connected to a particular characteristic.

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.

6. We consult and involve to ensure 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 and equality considerations are made. 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.

7. 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.

8. 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).

Equality Objectives

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act - for example, during meetings.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every year.

Objective 1 - To raise the attainment of the protected groups (please see current context for school information) to ensure it is in-line with national expectations.

- On-going AfL.
- Lesson observations/learning walks.
- On-going curriculum review using adaptations to meet the needs of all children.
- Completion of ALP.
- Discussion at pupil progress meetings.

Objective 2- To continue to ensure that all children within a protected group are able to access our school curriculum using appropriate adaptations.

- On-going curriculum review using adaptations to meet the needs of the protected groups.
- Completion of ALP.
- Discussion at pupil progress meetings.

Objective 3- To improve overall attendance rates across the school, including vulnerable groups and those who have persistent absence.

- Termly monitoring of attendance of children in protected groups.
- Liaison with parents.
- Refer to HCC Targeted Support Meetings (TSM) where appropriate.
- Inform Governors through termly HT report.

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 and 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.

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents.
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years.
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher.
- Meet with the designated members of staff for equality, and other relevant staff members, to discuss any issues and how these are being addressed.
- Ensure they're familiar with all relevant legislation and the contents of this document.
- Attend appropriate equality and diversity training.
- Report back to the full governing board regarding any issues.

The headteacher is responsible for implementation of this policy on a daily basis, 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. The headteacher will also monitor the success in achieving the objectives and report this back to the governors.

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
- work to achieve the objectives set out in the policy.

Date approved by the Governing Body: Autumn 2025

Date for policy review: Autumn 2026

