



Hillcross Primary School

Equality Information

Introduction

The public sector equality duty (s149 of the Equality Act 2010) states that:

All schools have a requirement to:

- **Eliminate discrimination, harassment, victimisation** and any other conduct that is prohibited by or under the Act.
- **Advance equality of opportunity** between persons who share a relevant protected characteristic and persons who do not share it.
- **Foster good relations** between persons who share a relevant protected characteristic and persons who do not share it.

There are two specific duties placed on schools as part of this general duty. They are:

- To publish information which shows they have due regard for equalities, as defined by the Act
- To publish at least one equality objective.

Schools are expected to publish information every year, which shows that they are paying due regard to their duties to eliminate discrimination, advance equality of opportunity and foster good relations. Collecting this information is not only a way to demonstrate that the school takes equality seriously, but is also vital in order to be able to identify areas that we are doing well and to identify areas for improvement, which are used as evidence when setting equality objectives (see Equality Objectives 2022-2023: <https://docs.google.com/document/d/1Y45hHCwMbSBkx47RkvlwSmp2-IAOZY7S8-OcWicAxwk/>)

What kind of information do we collect?

The government has stated that at a minimum, public bodies should provide demographic information about their service users and show that they are aware of different outcomes and inequalities amongst them.

We collect information broken down by race & ethnicity, religion or belief, sex, disability and age. We do not collect information based upon sexual orientation, gender reassignment, pregnancy and maternity, marriage and civil partnership, however, we ensure that those members of our school community who are gay, lesbian, bisexual and trans are represented positively across the curriculum and that there is a zero tolerance towards homophobic and biphobic language.

Information on other groups of pupils

Ofsted inspections look at how schools help *"all pupils to make progress, including those whose needs, dispositions, aptitudes or circumstances require additional support."* In addition to pupils with protected characteristics, we monitor the progress and involvement of the following groups of pupils as appropriate:

- Pupils with English as an Additional Language (EAL)
- Pupils from low income backgrounds (eligible for free school meals and Pupil Premium (Ever 6)).
- Looked after children



Hillcross Primary School

- Young Carers
- Other vulnerable groups e.g. family mental health, social care involvement

This information is used to compare the attainment and progress of different groups and to monitor the way in which these groups access different aspects of school life. This enables us to take direct action and/or consult directly with specific groups that are under-represented in any given area in order to eliminate discrimination, to advance equality of opportunity and to foster good relations.

How do we collect it?

As part of the school's admissions procedures, we collect data about children with reference to age, gender, ethnic origin, religion/belief and disability.

As part of the school's recruitment procedures, we collect data with reference to age, gender, ethnic origin, religion/belief, marital status and disability. Sharing of this information is optional and, if shared, it is kept confidentially by the Headteacher and School Business Manager for support and monitoring purposes.

Personal data is kept on our information management platform, and in paper files, both of which can only be accessed by relevant members of staff for support and monitoring purposes.

Other information which helps us to evidence how the school is meeting its equality duties is collected in the following ways:

- Surveys of pupils, parents and carers and staff – specific equality questionnaires are used as well as questions relating to equality being included in all annual surveys.
- Focus groups and consultations with pupils, parents and carers and the wider community
- School admissions – termly reports to governors.
- Pupil attainment and progress – termly report to SLT and governors
- Prejudice-related incidents and Sanctions (including exclusion) – termly behaviour report to SLT and governors
- Staff recruitment and selection – records on applicants, shortlisted candidates and the successful person shared with the Personnel Committee.
- Attendance data – termly report to governors

Equality monitoring forms are also an important way of collecting information about parents. At Hillcross, these are sent out to parents/carers and staff every three years in line with our equality cycle. We recognise that people are often very sceptical about why this data is being collected. People are often worried that organisations are trying to label them, invade their privacy or plan to treat them badly depending on the information that they include. Therefore, when we send these out they are accompanied with an explanation of why the data is being collected, how it will be used and people are provided with an opportunity to talk to a member of the senior leadership team if they have concerns.

The requirements of the Data Protection Act 1998 still apply, so we do not publish information which enables individual pupils or members of staff to be identified.

How is the information used?



Hillcross Primary School

At Hillcross Equality is embedded through all school systems and processes – it is not an add on. The information outlined here is collected termly or annually as appropriate and is analysed by senior leaders and governors through the school improvement cycle to identify successes and areas for improvement.

Information about the pupil population (on 17.06.24)

Number of pupils on roll at the school: 450

Information on pupils by protected characteristics

The Equality Act protects people from discrimination on the basis of ‘protected characteristics’. Every person has several of the protected characteristics, so the Act protects everyone against unfair treatment.

Disability

The Equality Act defines disability as when a person has a ‘physical or mental impairment which has a substantial and long term adverse effect on that person’s ability to carry out normal day to day activities.’

Number of pupils with disabilities: 40 children (35 of whom are on the SEN register and 9 with a medical condition)

There are pupils at our school with different types of disabilities and these include:

- Autistic Spectrum Disorder
- Diabetes
- Epilepsy
- Hearing Impairment
- Speech and Language Disorder
- Physical Difficulties including Erbs Palsy and Hypermobility
- ADHD
- Heart condition
- Usher Syndrome
- Hearing impairment; using hearing aids or cochlear implants
- Social, Emotional Mental Health

Pupils with Special Educational Needs or Disabilities		
	Number of Pupils	% of school population
SEN Support	82	18.39
EHCP	14	3.1
Total	94	21



Hillcross Primary School

Sex	
Male	230
Female	220

Ethnicity and race							
	Boys	Girls	Total		Boys	Girls	Total
Asian or Asian British				Mixed			
Bangladeshi heritage	5	1	6	Other mixed heritage	14	9	23
Indian heritage	10	7	17	White and Asian	11	14	25
Other Asian heritage	7	16	23	White and Black African	3	2	5
Pakistani heritage	16	21	37	White and Black Caribbean	5	9	14
Black or Black British				Any Other Ethnic Group	4	2	6
Ghanaian Heritage	0	0	0	White			
African Heritage	2	3	5	British heritage	113	103	216



Hillcross Primary School

Nigerian Heritage	0	0	0	Irish heritage	0	2	2
Caribbean heritage	5	0	5	White Other	33	29	62
Other Black heritage	0	0	0	Gypsy/Roma	0	0	0
Chinese	2	2	4	Traveller of Irish heritage	0	0	0

Religion and Belief			
Buddhist	4	Sikh	1
Christian	120	No religion	158
Hindu	22	Other religion	41
Jewish	0	Unknown	0
Muslim	70		

Information on other groups of pupils

Pupils with English as an Additional Language				
	Boys	Girls	Total	% of school population
No of Children who speak English as an Additional Language	62	58	120	27%
No of Children who are at	4	3	7	6%



Hillcross Primary School

an early stage of English Language Acquisition				
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Pupils from low-income backgrounds				
	Boys	Girls	Total	% of school population
No of Pupils eligible for free school meals	24	27	51	11.33

Looked after children

There is currently one looked after child in school.

Young carers

There are currently no young carers in the school.

Information about the pupil population (on 17.06.24)

As part of the school's recruitment procedures, we collect data with reference to ethnic origin and disability. This information is kept confidentially by the head teacher and school business manager and is shared with relevant staff in relation to health and safety risks and support under the Equalities Act.

At present the school has 62 staff.

- There are 59 women and 3 men.
- 0 (none declared) members of staff with disabilities
- 6 members of staff from ethnic origin other than White British.