

## Halstead Community Primary School Equality Impact Assessment Statement 2023-2025

At Halstead Community Primary School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives for this period:

| Objective Group                                  | Objective                                                                                                                                                                                                                                   |
|--------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Pupil Outcomes                                   | To monitor and analyse pupil achievement focusing on a variety of needs. In particular, we will focus on SEND and DA children.                                                                                                              |
| Personal Development, Behaviour and Welfare      | To establish a school council/Eco council/Head Pupils consisting of children voted in by their peers to represent their class. To ensure a range of views and beliefs are explored by school council and that everyone's opinion is valued. |
| The Quality of Teaching, Learning and Assessment | To find ways to engage parents and the community into learning and school life, such as use of learning platforms, parent forums, knowledge of the Equality statement.                                                                      |
| Leadership and Management                        | To revise the school accessibility plan to ensure that we enable equality of access to all.                                                                                                                                                 |

We have analysed the impact of our policies and procedures to see the impact they have on a protected characteristic group. From this analysis we are able to develop our policies and procedures to ensure that all have a positive impact.

| Analysis                       |                            |                           |                            |                                                                            |
|--------------------------------|----------------------------|---------------------------|----------------------------|----------------------------------------------------------------------------|
| Protected characteristic group | Impact analysis            |                           |                            | Explanation of impact analysis                                             |
|                                | Positive impact identified | Neutral impact identified | Negative impact identified |                                                                            |
| Age:                           | x                          |                           |                            | Recruitment policy and HR systems ensure age is not discriminated against. |

|                                       |   |  |  |                                                                                                                                                                                                                                                                             |
|---------------------------------------|---|--|--|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Disability:</b>                    | x |  |  | The following policies include reference to ensuring equality for SEN and disability:<br>Accessibility Plan and Policy<br>SEND Information Report<br>SEND Policy<br>Curriculum policy<br>Health and Safety Policy<br>Special Educational Needs Policy<br>Educational Visits |
| <b>Sex:</b>                           | x |  |  | Recruitment policy and HR systems ensure sex is not discriminated against.                                                                                                                                                                                                  |
| <b>Gender reassignment:</b>           | x |  |  | Educate and celebrate award ensures that all our policies procedures, lessons, resources etc in school are neutral in terms of gender reassignment. For example, Head Pupils instead of Head Boy and Girl.                                                                  |
| <b>Race:</b>                          | x |  |  | The equality statement re protected characteristics is a key feature of all our policies.                                                                                                                                                                                   |
| <b>Religion or belief:</b>            | x |  |  | The equality statement re protected characteristics is a key feature of all our policies.<br>RE policy refers to equality for religious beliefs.                                                                                                                            |
| <b>Sexual orientation:</b>            | x |  |  | Educate and Celebrate award ensures that all our policies procedures, lessons, resources etc in school are neutral in terms of sexual orientation                                                                                                                           |
| <b>Marriage or civil partnership:</b> | x |  |  | Educate and Celebrate award ensures that all our policies procedures, lessons, resources etc in school are neutral in terms of relationships                                                                                                                                |
| <b>Pregnancy and maternity:</b>       | x |  |  | HR procedures ensure that those who are pregnant or on maternity leave are given equal rights for example to promotion etc.                                                                                                                                                 |