Equality Information Statement 2026-2027

Hipsburn Primary School is committed to equality.

We are committed to a whole school approach to equality and consider it important for pupils to learn about equality and human rights. We wholeheartedly concur with the Equality and Human Rights Commission (EHRC) statement:

'To reap the full benefits of equality and human rights education, it is essential to teach topics in an environment which respects the rights and differences of both students and teachers. Without an equality and human rights culture within the classroom and school as a whole, learning about these topics can at best appear irrelevant, and at worst, hypocritical. The respect and tolerance it teaches will help staff and students create a healthier, happier, fairer school culture, and could lead to reductions in bullying and other negative behaviour, and improvements in attainment and aspirations.'

In all aspects of school life, we are committed to fairness and equality; this includes through:

- our curriculum
- assembly programme
- pastoral support
- extra-curricular programme and activities

There are three main elements within the act and in carrying out our functions, as a school, we must have regard for the need to:

1. Eliminate discrimination and other conduct prohibited by the act.

2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.

3. Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

This duty applies to all pupils, staff and others using the school facilities. At all times we will give relevant and proportionate consideration to the PSED when considering our provision.

Protected characteristics under the Act are:

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Age (only applicable to staff, not students)
- Marriage and Civil Partnerships (only applicable to staff)

Our school will have due regard to advancing equality of opportunity including making a clear and consistent commitment to:

- Minimise or eliminate disadvantages suffered by person or persons who share a relevant protected characteristic
- Take steps to meet the needs of a person or persons who share a protected characteristic that are different from the needs of others who do not share it
- Encourage persons who share a relevant protected characteristic to participate fully in public life
- Encourage persons who share a relevant protected characteristic to participate fully in any school activity in which participation by such persons is disproportionately low

In exercising our duty, we will consider the six Brown principles of 'due regard':

1. Awareness - all staff know and understand what the law requires
2. Timeliness - implications considered before they are implemented
3. Rigour - open-minded and rigorous analysis, including parent/pupil voice
4. Non-delegation - the PSED cannot be delegated
5. Continuous - ongoing all academic year
6. Record-keeping - keep notes and records of decisions & meetings

Hipsburn Primary School welcome the opportunity to be transparent and accountable. We fulfil the specific duties of the Act by publishing our Equality Information and Objectives on the school's website.

We aim to present the information in a format that is easy to read and can be accessed simply from the school website (paper copies are available on request).

We maintain confidentiality and work to the principles set out in the General Data Protection Regulations (GDPR) to protect personal data. We publish information in a way so that no student or staff member can be identified.

STAFF

Age	The school complies with its equalities duties in this regard
Disability	5.88% of staff have a recorded disability. Reasonable adjustments and staff support / training are in place
Gender Reassignment	We are committed to supporting and staff member towards gender reassignment
Marriage and civil partnerships	The school complies with its equalities duties in this regard
Pregnancy and maternity	The school complies with its equalities duties in this regard
Race / ethnicity	• White British 100% • White and Asian 0% • White and Black African 0% • White and Black Caribbean 0% • Any other mixed background 0% • Any other white background 0% • Black African 0% • Chinese 0% • Indian 0% • Pakistani 0%
Religions and Belief / no belief	Religion is not recorded
Sex (female/male)	88.24% female 11.76% male
Sexual orientation	We are committed to supporting all staff members regardless of sexual orientation

Age	Our pupils range in age from 2 to 11
Disability	Reasonable adjustments are made where appropriate
Gender reassignment	We are committed to supporting any staff member towards gender reassignment
Race / ethnicity	Our pupil profile comprises: 114 pupils • White British 92.86% • White and Asian 5.1% • White and Black African 0% • White and Black Caribbean 2.04% • Any other mixed background 0% • Any other white background 0% • White Irish 0% • Chinese 0% • Indian 0% • Pakistani 0%
EAL (English as an Additional Language	0.% EAL. The languages spoken within our pupil profile are: • English
Religions and Belief / no belief	(We no longer collect this data in line with GDPR regulations)
Sex (female / male)	47 female 67 male
Sexual orientation	We are committed to supporting all staff members regardless of sexual orientation
SEND	Pupils identified with a Special Education Need (11.4%) • Education Health Care Plan 3.5%

	• School Support 7.9% • No Special Education Need 88.6%
Pupil Premium	Pupils eligible for Pupil Premium: 5.3% - Pupil Premium 94.7% - Non-Pupil Premium