

Hollington Primary School
Equality Impact Assessment Statement – 2023-2026

At Hollington 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, high challenge for all including SEND and DA.
Personal Development, Behaviour and Welfare	To establish confident individuals who can express their views through their role on the school council. 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 engage parents and the community in learning and school life, such as parent drop-ins and the use of learning platforms that translate for home learning.
Leadership and Management	To work in collaboration with the junior school in order to provide the greatest transition and learning journey for children and their families.

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.

Disability:	X			<p>The following policies include reference to ensuring equality for SEN and disability:</p> <ul style="list-style-type: none"> Accessibility Plan and Policy SEND Information Report SEND Policy Curriculum policy Public Sector Equality Policy Health and Safety Policy Special Educational Needs Policy Educational Visits Handwriting Policy EYFS Policy Intimate Care PE Medical Conditions Child Protection and Safeguarding
Sex:	x			Recruitment policy and HR systems ensure sex is not discriminated against.
Gender reassignment:	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, Gender neutral toilets.
Race:	x			The equality statement re protected characteristics is a key feature of all our policies.
Religion or belief:	x			The equality statement re protected characteristics is a key feature of all our policies. RE policy refers to equality for religious beliefs.
Sexual orientation:	x			Educate and celebrate award ensures that all our policies procedures, lessons, resources etc in school are neutral in terms of sexual orientation.
Marriage or civil partnership:		x		This is not discriminated against and would be covered in our educate and celebrate work however it may need to be made more explicit within paperwork.
Pregnancy and maternity:	x			HR procedures ensure that those who are pregnant or on maternity leave are given equal rights for example to promotion etc.

Review date: November 2026