



Timothy Hackworth Primary School

'Respectful and resilient; being the best that we can be.'

Equalities Information and Objectives

CRC Article 8: All children have the right to a unique identity.



Date policy approved/adopted:	May 2026
Next review date:	May 2030
Approved by:	Governors - May 2026
Head Teacher signature:	<i>L. Boulton</i>
Chair of Governors signature:	<i>P. Crook</i>

Equalities Information and Objectives

CRC Article 8: All children have the right to a unique identity.

CRC Article 29: All children have the right to be the best that they can be.

Date of Policy: May 2026

Review Date: May 2030

Our School Vision

May our Rights Respecting School be a happy place for us all to learn; where every one of us is valued and safe in our Timothy Hackworth School Family. May we all be the best that we can be by making a positive difference to each other, our community in Shildon and the wider world in which we all live.

Mission Statement (written by children):

We would like our school, which reflects British Values, to be at the heart of the community, sharing, supporting and learning together with everyone as equals. Our children have the right to high quality learning experiences to help them to be the best that they can be.

We encourage our children to be creative, unique, open-minded and independent individuals, respectful of themselves and of others in our school, our local community and the wider world.

We aim to nurture our children on their journey through life so that they can grow into safe, caring, democratic, responsible and tolerant adults who make a positive difference to British Society and to the world.

Equality Information and Equality Objectives

For Timothy Hackworth Primary School

Equality Act 2010

Timothy Hackworth Primary School's Provision of the Public Sector Equality Duty

We, at Timothy Hackworth Primary School, are committed to equality. We aim for every pupil to fulfil their potential no matter what his or her background or personal circumstances.

We maintain the aim of embedding principles of fairness and equality across our entire curriculum, in assemblies and acts of collective worship, in break and lunchtimes, in pastoral support and in before and after school activities, school visits and residential.

We must, under the Equality Act 2010 general duties of Public Sector Equality Duty, have due regard to the need to:

- ✓ Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited 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.

Under our specific Equality Act duties, we must develop and publish equality objectives. We will update our equality objectives every four years and publish them on our school website.

This will apply to all pupils, staff and others using the facilities. We will give relevant and proportionate consideration to the Public Sector Equality Duty.

The Protected Characteristics for our schools' provisions are:

- Disability
- Gender Reassignment (Gender Identity)
- Pregnancy and Maternity
- Race (Ethnicity)
- Religion or Belief
- Sex
- Sexual Orientation
- Age (only applicable to staff, not pupils)
- Marriage and Civil Partnerships (only applicable to staff, not pupils)

Age and marriage and civil partnership are NOT protected characteristics for the school's provisions for pupils.

We will have **due regard** to advancing equality of opportunity including making serious consideration of the need to:

- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic, or that are connected to that characteristic;
- take steps to meet the needs of persons who share a protected characteristic that are different from the needs of persons who do not share it;
- encourage persons who share a relevant protected characteristic to participate in public life or in any activity in which participation by such persons is disproportionately low.

We will take into account the six Brown principles of 'due regard':

- **awareness** – all staff know and understand what the law requires;
- **timeliness** – implications considered before they are implemented;
- **rigour** – open-minded and rigorous analysis, including parent/pupil voice;
- **non-delegation** – that PSED (Personal, Social and Emotional Development) cannot be delegated;
- **continuous** – ongoing all academic year;
- **record-keeping** – keep notes and records of decisions and meetings.

We welcome the opportunity to be transparent and accountable. To this end we fulfil the specific duties of the Act by:

- ✓ publishing our Equality Information
- ✓ publishing our Equality Objectives

We aim to make the information accessible, easy to read and easy to find.

Equality Information (Last updated: May 2026)

This Equality Information is a summary pupil and staff profile of the school. The information for pupils is collected via data collection sheets completed by parents and carers.

We maintain confidentiality and work to data protection principles. We publish information in a way so that no pupil should be identifiable.

Staff Equality Profile

Our school employs less than 150 staff members and therefore is not required to publish staff data. The school uses any data collected about its staff demographic in order to inform policies, decisions and the objectives detailed on this document.

Pupil Equality Profile

Age	We have pupils aged from 2 to 11 years old in our school.
Disability - A person is disabled under the Equality Act 2010 definition if they have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	We ensure reasonable adjustments are made where appropriate.
EAL (English as an Additional Language)	4.66% EAL The languages spoken within our pupil profile are: English, Polish, Thai, Ukrainian, Tamil, Dari and Hungarian.
Gender Reassignment (Gender Identity)	We are an inclusive school community and support any pupil exploring their gender identity.
Pregnancy and Maternity	We comply with our equality duty and have planned to deliver education on site if required or offer a place at the Young Parent Group provided by Durham County Council.
Pupil Premium <i>(Although this isn't a protected characteristic under the Equality Act, our school feel it is an important aspect of our school profile)</i>	238 pupils, 69.4%, eligible for Pupil Premium.
Race (Ethnicity)	100% of parents and carers gave information. Our pupil profile comprises: White British, Gypsy, Gypsy Roma, Traveller of Irish Heritage, Indian, Spanish, Polish, Black

	African, Chinese, Any Other White Background.
Religion and Belief	100% of parents and carers gave information 82.80% - No religion 16.33% - Christian 0.87% - Other Religion
SEND <i>(Although this isn't a protected characteristic under the Equality Act, our school feel it is an important aspect of our school profile)</i>	83 pupils, 24.20%, identified with a Special Educational Need.
Sex Male/Female	49% Female 51% Male
Sexual Orientation	Our school community is inclusive of all pupils regardless of their sexual orientation.

We will update our Equality Information at least annually and publish this on the school website. This information is used to help inform our Equality Objectives. Alongside this, we will also analyse data relating to all aspects of school life including admissions, attendance, exclusions and access to facilities, benefits and services by our school community.

Equality Objectives 2026-2030

Our current Equality Objectives are:

1. As a Rights Respecting School, we would like our whole school community to further develop and build upon their knowledge and understanding of Article 30 on the Convention of the Rights of the Child. This links to the Protected Characteristics of **race** and **religion**:

'Every child has the right to learn and use the language, customs and religion of their family, whether or not these are shared by the majority of the people in the country where they live.'

2. As a Rights Respecting School, we would like our whole school community to further develop and build upon their knowledge and understanding of equality of opportunities in relation to **gender** and employment, as well as **race** and **religion**. This is supported by Article 29 on the Convention of the Rights of the Child:

‘Education must develop every child’s personality, talents and abilities to the full. It must encourage the child’s respect for human rights, as well as respect for their parents, their own and other cultures, and the environment.’

3. As a Rights Respecting School, we would like our whole school community to further develop and build upon our knowledge and understanding of equality of opportunities in relation to **disability**, supported by Article 23 and Article 24 on the Convention of the Rights of the Child:

‘A child with a disability has the right to live a full and decent life in conditions that promote dignity, independence and an active role in the community.’
(Article 23)

‘Every child has the right to the best possible health.’ (Article 24)

We will update our equality objectives every four years and publish them on our school website.

We will review progress on these objectives annually and will be held within school as part of our School Improvement Plan.

Head Teacher:

Chair of Governors:

Date:
