



HJS Equality Objectives

The **Public Sector Equality Duty** requires our school to publish information about Equalities.

The **Equality Act 2010** clearly states that the following groups must be taken into account. People identified in the following groups are considered to have a protected characteristic.

Protected Characteristics the school must take into account when publishing information

- Disability
- Sex (gender)
- Race (ethnicity)
- Pregnancy and Maternity
- Religion and Belief
- Sexual Orientation
- Gender reassignment

There are also 2 other protected characteristics that schools do not have a direct duty.

- Age
- Marriage and Civil Partnership

The information we analyse and publish must be clearly linked to the three aims (General Duties) of the Public Sector Equality Duty. General Duties are the things that schools aim to achieve.

General Duties

The three aims of the Public Sector Equality Duty are to:

- **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.**
- **Advance equality of opportunity between people who share a protected characteristic and those who do not.**



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- Foster good relations between people who share a protected characteristic and those who do not.

Specific Duties

Publish information

Much of the information and analysis will relate to the school improvement plan, evaluations and pupil data – we intend to use the information to improve education for all groups in the school. We want to make sure we know which pupils are doing well and less well so we can plan and improve.

A lot of this information is already being used by the school to develop the school and improve what we are doing. We will use information which tells us we could be doing better to plan for the future and include these actions in our Equalities Objectives which you will find published here.

This information is meant to be clear and simple. If you have any problem with the way we have written it and can think of a way we can make the information clearer please let us know.

Part 1: Information about the Pupil Population

Number of pupils on roll at the school: 427

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.”



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

- Autistic Spectrum Disorder
- Physical Disability
- Profound And Multiple Learning Difficulties
- Specific Learning difficulties
- ADHD
- Medical difficulties

Pupils with Special Educational Needs (SEN) Provision		
	Number of Pupils	Percentage (%) of school population
Total number of Special Educational Needs	60	14.1
SEND Support	45	10.5
EHC plans	15	3.5

Gender			
Male	237	Female	190

Ethnicity and Race							
	Boys	Girls	Total		Boys	Gir ls	Total
Asian or Asian British				Mixed			
Bangladeshi heritage	2	2	4	Other mixed heritage	10	9	19
Indian heritage	8	4	12	White and Asian	12	8	20
Other Asian heritage	7	6	13	White and Black African	3	0	3
Pakistani heritage	2	2	4	White and Black Caribbean	6	3	9
				Any Other Ethnic Group	8	1	9



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Black and Black British				White			
African heritage	2	2	4	British heritage	145	123	268
Caribbean heritage	2	1	3	Irish heritage	3	2	5
Other Black heritage	2	1	3	White other	11	14	25
Chinese	2	2	4	Gypsy/Roma	0	0	0
Not completed	12	10	22	Traveller of Irish heritage	0	0	0

Religion and Belief			
Any other religion	0	Methodist	1
Anglican	9	Muslim	31
Baptist	1	No religion	117
Buddhist	4	Humanist	1
Christian	99	Not specified	124
Greek Orthodox	7	Other Religion	8
Hindu	5	Roman Catholic	15
Jehovah's Witness	0	Sikh	4
Jewish	1	United Reform	0

Information about Other Groups of Pupils

Ofsted Inspections look at how schools help “all pupils to make progress, including those whose needs, dispositions, attitudes or circumstances require additional support.”

In addition to pupils protected characteristics, we wish to provide further information on the following groups of pupils:

Pupils with English as an Additional language (EAL)
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	Boys	Girls	Total	Percentage of school population
Number of pupils who speak English as an additional language	22	26	48	16.39%

Pupils from Low Income Backgrounds

	Boys	Girls	Total	Percentage of school population
Number of pupils eligible for free school meals	41	29	70	11.24%

Looked After Children

0

Young Carers

1

Other Vulnerable Groups

Post adoption



Part 2: EQUALITIES OBJECTIVES ACTION PLAN

September 2021 – Reviewed annually by Governors (NB must be updated at least every 4 years)

Objective	Which protected group(s) will this most affect/ influence	How will we know we have achieved the objective?	Lead and other key players	Actions
To raise awareness of mental health and well-being in pupils, developing strategies to help manage their emotional state.	Pupils with high levels of anxiety and difficulties with their confidence and self-esteem	-Staff have a greater awareness of the impact mental health can have on pupil well-being and their capacity to learn. -Staff have developed strategies to support positive mental health -Pupils are willing to discuss their emotional state and well-being -Pupils feel equipped with strategies to manage their own well-being.	SLT Inclusion Manager School Counsellor Educational Psychologist	<ul style="list-style-type: none"> ■ Maintain zones of regulation as an intervention for pupils to help regulate their own emotional state ■ Induction and monitoring of school counsellor ■ Staff to receive additional training from professionals about child mental health ■ Staff to use resources from WellSmart to support pupils emotional and social well-being
To raise awareness of ASC and Autism and how this impacts peoples everyday lives.	Pupils with a diagnosis of ASC or Autism	-For all pupils and staff to have a greater awareness of what autism is and how this affects people in their everyday lives. -For staff to be have a greater range of skills in order to support pupils with Autism at school	SLT Inclusion manager	<ul style="list-style-type: none"> ■ Arrange a speaker, who has a diagnosis of ASD, to come into school run an assembly ■ For staff to plan a series of lessons that look at the different difficulties that people with ASC face e.g. social interaction, body language and tone ■ For pupils to develop their understanding of how everyone is different and that we all have strengths and challenges Use lessons plans on the Autism awareness website. ■
To ensure staff wellbeing is seen as a priority at HJS.	Staff employed by the school	-Staff retention is strong -Staff surveys show a positive response to staff well-being support.	SLT	<ul style="list-style-type: none"> ■ Staff have access to the Employee Assistant programme which offers counselling and support ■ Social events for staff No expectation of emails or communication outside of working hours. ■ Review of school policy to ensure they are efficient and reduce workload ■



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