



Equalities Policy Appendix A - updated December 2025

Equalities Information

We recognise that the public sector equality duty has three aims, to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not.

We have considered how well we currently achieve these aims with regard to the protected groups under the Equality Act (race, disability, sex, gender re-assignment, age, pregnancy and maternity, marriage and civil partnership, religion or belief and sexual orientation).

We have also involved staff, pupils, parents and others in the following ways:

- parent questionnaires
- curriculum workshops, open to all parents for key skill areas
- class and whole school assemblies, embracing a breadth of cultures
- the school curriculum, designed to enable children to understand and respect diversity
- disability awareness sessions run for pupils through the curriculum
- strong inclusion agenda through school improvement planning and governor monitoring
- developing an accessible site and adapted equipment
- working towards being a Rights Respecting school
- direct contact with parents representing pupils with particular protected characteristics
- strong School Council and pupil groups to support pupil voice
- use of the Harrison Learning Tree to promote community between different year groups in school
- parenting support groups and advice sessions with Home School Link Worker and school nursing team
- parent open sessions prior to Year 5 and 6 Relationships, Health and Sex Education curriculum
- RE curriculum which includes learning about a range of faiths and other world views
- curriculum enhancement through projects about specific cultures/communities, drawing on pupil suggestions, own experiences, or those of their families, utilising personal links e.g. RRR events, Fund raising (Comic and Sports Relief, Children in Need, Rainbow Centre, Anti-bullying Week, Local Food Bank, The Rotary Shoebox appeal, The Lions re-cycling scheme, Modern Foreign Language Days, Bluey Club, Choir link with local care homes.

Please note, data presented is most recent statutory assessment data from 2019 – no data from 2020 or 2021 due to Covid.

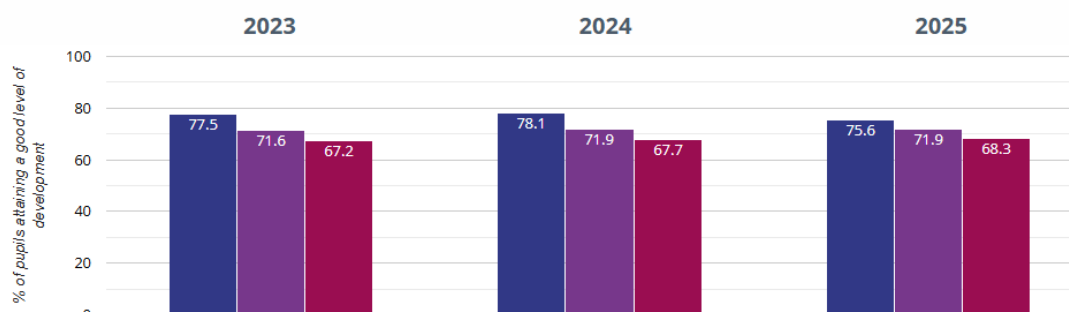
Outcomes – July 2025

SCHOOL RESULTS 2025 - EARLY YEARS, YEAR 1 PHONICS & KS2 (YEAR 6)

EARLY YEARS 'GOOD LEVEL OF DEVELOPMENT' (GLD) - 76%

Hants 2025 71.8%, national 67.3%

★ Good Level Of Development



YEAR R AFL PUPIL PROGRESS – SUMMER 2024

Area of learning	CLL		PSED			PD		Lit			Maths		UtW			ExA&D	
GLD	LAU	Speaking	Self-reg	Man self	BR	GM	FM	Com	WR	W	N	NP	PP	PCC	TNW	CWM	BI&E
%	92%	93%	97%	96%	99%	100%	95%	92%	84%	78%	93%	91%	96%	96%	99%	99%	99%

YEAR R AFL PUPIL PROGRESS – SUMMER 2025

Area of learning	CLL		PSED			PD		Lit			Maths		UtW			ExA&D	
GLD	LAU	Speaking	Self-reg	Man self	BR	GM	FM	Com	WR	W	N	NP	PP	PCC	TNW	CWM	BI&E
%	91%	94%	94%	96%	94%	98%	91%	94%	82%	78%	89%	88%	96%	96%	96%	96%	97%

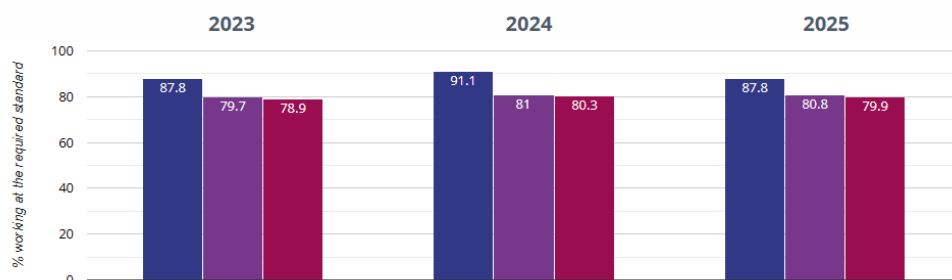
Our GLD data this year once again demonstrates the level of need related to language and communication skills – the numbers of children with speech and language needs is reflected in the number of children who have not yet reached the 'Early Learning Goal' in word reading, and the lower results in writing and number patterns reflect this.

EYFS-Summer term 2025 attainment

Demographic	Total	NGLD	GLD	
FSM	7	4	3	42.9%
EAL	6	1	5	83.3%
Service child	1	0	1	100.0%
SEN	12	12	0	0.0%
PLAC	3	2	1	33.3%

YEAR 1 PHONICS SCREENING CHECK – 88%

🔊 Year 1: Working At

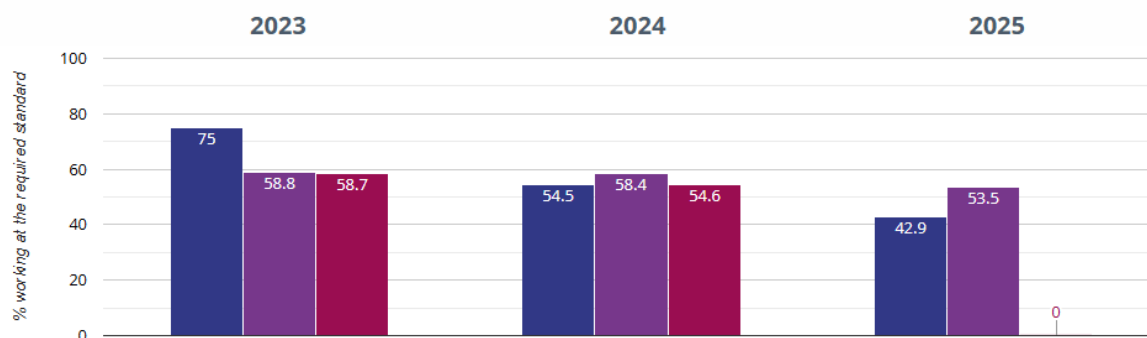


- Harrison Primary School
- Hampshire (343)
- NCER National (16427)

Phonics Y1	EXS		NATIONAL '25
	No. of children	percentage	
FSM	3/5	60%	
SEND	0/3	0%	
EHCP	1/1	100%	
EAL	11/12	92%	
LAC	2/2	100%	
SERVICE	0	N/A	

PHONICS RE-CHECKS – YEAR 2: 4/7 children did not pass 06/25 (all FSM & SEND).

Year 2: Working At



Phonics Y2	EXS		NATIONAL '24
	No. of children	percentage	
FSM	4/8	50%	
LAC	1	100%	
EAL	14/14	100%	
SEND SUPPORT	0/3	0%	
EHCP	2/2	100%	

KS2 OUTCOMES 2019-2025 – combined RWM 79%

Year	Combined RWM	% ARE+ Reading	% ARE+ Writing	% ARE+ Maths	Hants	National
2018-19	92%	96%	98%	99%	67%	65%
2021-22	76%	89%	85%	91%	57.5%	58.7%
2022-23	78%	88%	84%	92%	60%	60%
2023-24	73%	92%	82%	80%	60%	61%
2024-25	79%	87%	81%	90%	61%	62%
Average	76.5%	89%	83%	88%	59.6%	60%

KEY STAGE 2 RESULTS: Combined R/W/M – 79%*

Hants 61%, National 62% (2019 national 65%)

HPS disadvantaged 27%, non-disadvantaged 89%

Combined RWM national disadvantaged 47%, not disadvantaged 69%

Year 6	Working towards		Expected Standard +		Greater Depth		Hants 2025	Scaled score 2025	National 2025 (2024)	Dis national	Not Dis national
	No	%	No	%	No	%	%		%	%	%
Reading	12	13%	77	87%	36 (37)*	40% (42%)	75%	107.6 (105.6)	75% (74%)	63%	81%
Writing	17	19%	62	81%	14	16%	72%		72% (72%)	59%	78%
Maths	9	10%	80	90%	20	42%	74%	107.0	74%	61%	80%

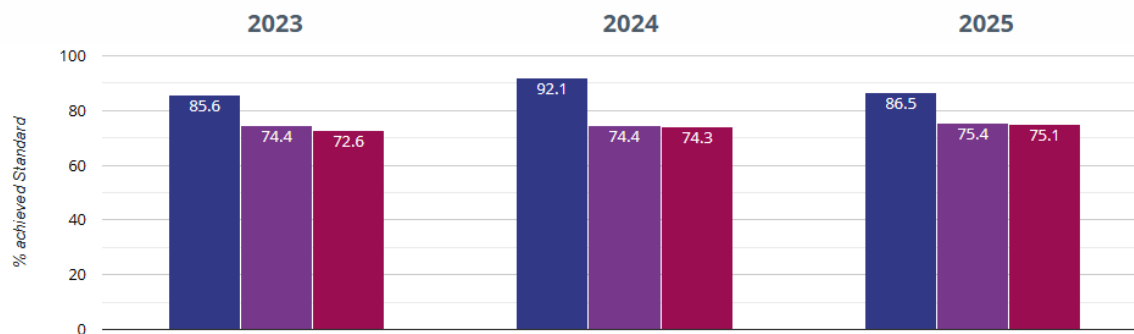
								(104.4)	(73%)		
GPS	13	14%	76	86%	35	39%	71%	107.6 (104.8)	72% (72%)		
	Below		Exp+								
Science	7	8%	82	92 %					82% (81%)		

Ofsted | Inspection Data Summary Report

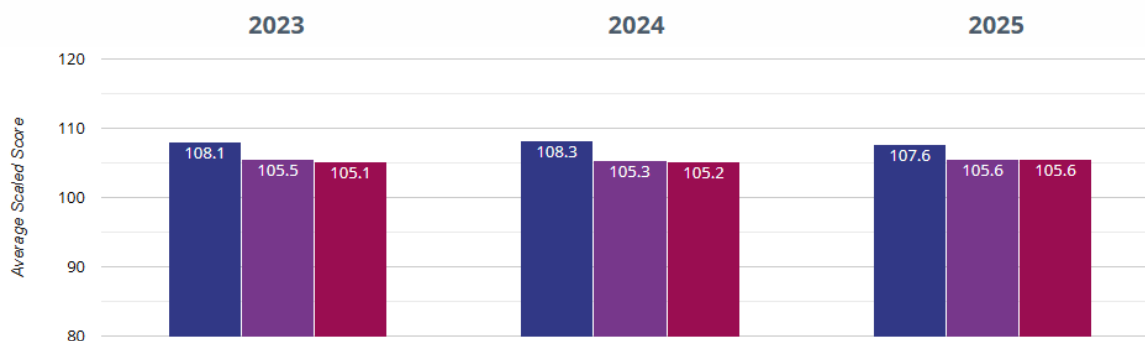
School local area (MSOA) = Fareham 004

	2023	2024	2025
School number on roll	Well above average 628	Well above average 610	Well above average 614
School % FSM6	Below average 12.58	Below average 11.64	Below average 12.21
Local area % FSM6	Well below average 8.78	Well below average 7.71	Well below average 9.55
School % SEN support	Well below average 4.78	Well below average 4.43	Well below average 5.37
Local area % SEN support	Well below average 6.25	Well below average 6.48	Well below average 7.04
School % EHC plan	Below average 1.11	Close to average 2.13	Below average 1.47
Local area % EHC plan	Close to average 1.69	Close to average 2.80	Close to average 3.02
School % EAL	Below average 11.00	Below average 11.80	Close to average 13.00
Local area % EAL	Below average 5.40	Below average 6.80	Below average 8.00
School % CIN	Above average 6.53	Well below average 0.00	Well below average 0.00
Local area % CIN	Close to average 4.39	Well below average 0.18	Below average 0.50
School % stability	Above average 86.64	Above average 87.01	Above average 91.60
School pupil base deprivation	Well below average	Well below average	Well below average
Local area pupil base deprivation	Well below average	Well below average	Well below average
School location deprivation	Well below average	Well below average	Well below average

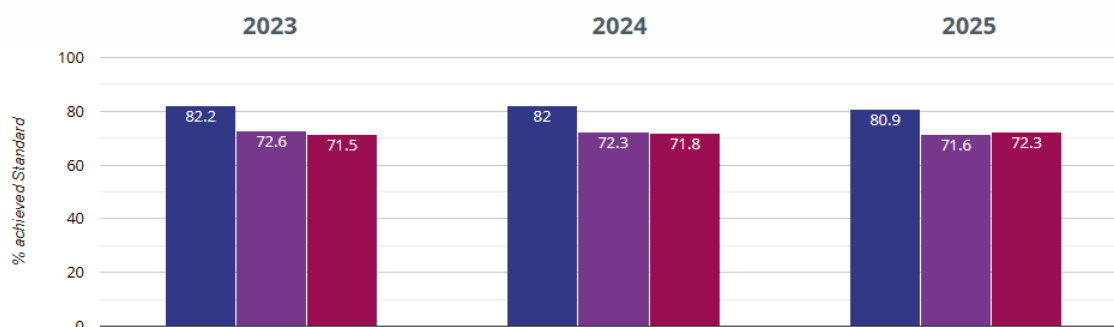
Reading - achieved standard



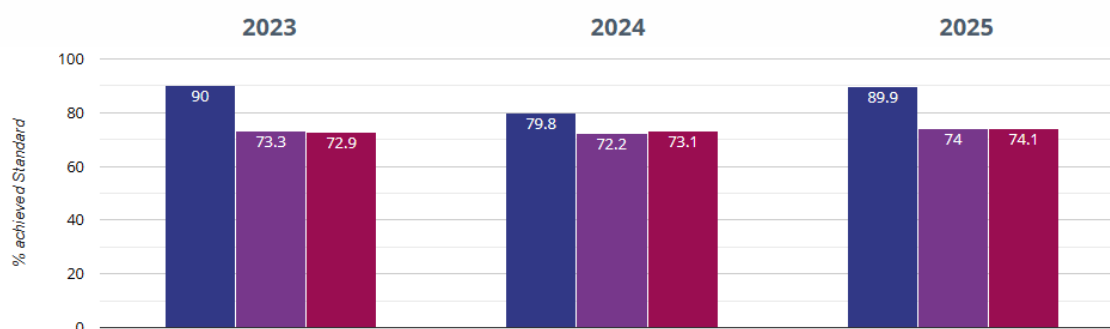
📖 Reading - average scaled score



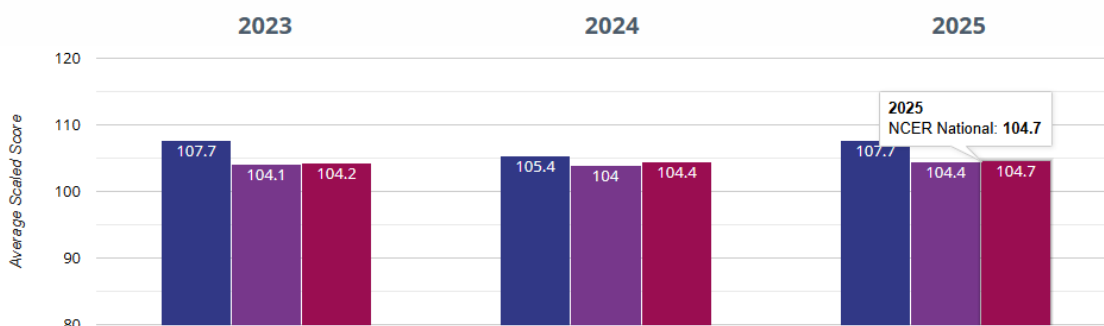
✍️ Writing - achieved standard



⊕ Maths - achieved standard



⊕ Maths - average scaled score



Year 6 -Summer term 2025 attainment

Demographic	Subject	Total	Below	Expected	GD	Ex + %
FSM	Reading	15	4	9	2	73.3%
FSM	Writing	15	9	6	0	40.0%
FSM	Maths	15	5	8	2	66.7%
FSM	COMBINED					27%
EAL	Reading	12	2	3	7	83.3%
EAL	Writing	12	2	7	3	83.3%

EAL	Maths	12	0	3	9	100.0%
Service child	Reading	1	0	1	0	100.0%
Service child	Writing	1	0	1	0	100.0%
Service child	Maths	1	0	1	0	100.0%
SEN	Reading	9	5	2	2	44.4%
SEN	Writing	9	6	2	1	33.3%
SEN	Maths	9	5	1	3	44.4%
PLAC	Reading	1	1	0	0	0.0%
PLAC	Writing	1	1	0	0	0.0%
PLAC	Maths	1	1	0	0	0.0%

Participation in Extra-curricular clubs – From Autumn term 2022

Because of the small number of staff employed at Harrison Primary School, we choose not to publish staff information because of the significant risk of individuals being identified.

Autumn term 1 2022	Girls	Boys	Free school meals/Ever 6 (FSM6)	SEN Support & EHCP
Girls' football	12	0	2	
Ball sports	1	19	2	
Boys' football	1	11	1	1
Imagination playground	3	11	0	1
Indoor multiskills	4	9	0	
Lego club	4	11	1	1
Multisports outdoor	6	14	1	1
Netball	10	1	1	
Running 1	6	13	1	2
Running 2	7	8	0	
Sports leaders	7	5	0	

Autumn term 2 2022	Girls	Boys	Free school meals/Ever 6 (FSM6)	SEN Support & EHCP
Girls' football	15	0	2	
Ball sports	1	18	2	3
Boys' football	2	13	0	1
Imagination playground	6	10	0	
Lego club	4	16	2	
Multisports outdoor 1	6	10	5	
Multisports outdoor 2	7	13	0	
Netball	10	4	1	
Running 1	4	12	1	2
Running 2	7	8	0	
Hockey	5	13	0	
Gymnastics 1	7	4	0	
Gymnastics 2	7	4		

Spring term 1 2023	Girls	Boys	Free school meals/Ever 6 (FSM6)	SEN Support & EHCP
Girls' football	13	0	0	
Ball sports	2	13	1	2
Boys' football 1	3	16	7	
Boys' football 2	3	14	1	
Multi skills	6	5	0	1
Lego club	4	10	1	2
Multisports outdoor 1	3	9	1	1
Multisports outdoor 2	10	10	0	1
Netball	9	4	1	
Running 1	7	9	0	
Art	8	11	0	
Board games	6	11	0	2

Summer term 1 2023	Girls	Boys	Free school meals/Ever 6 (FSM6)	SEN Support & EHCP
Girls' football Y456	15	0	1	1
Y12 Mini Olympics	9	16	1	
Football Y6	3	12	0	
Y56 Run Club	4	9	1	
Y46 Multi sports	5	13	0	
Steel pans	1	5	0	
Multiskills Y1	6	12	0	2
Multisports outdoor Y23	4	16	1	3
Y456 Summer sports	5	11	1	
Y346 Bat and ball	3	17	1	
Art	4	6	1	1
Y34 Run Club	1	12	1	2
Board Games	4	15	0	2
Country dancing	8	2	1	

Autumn 1: Sept–Oct 23	Girls	Boys	FSM/Ever 6	SEN/EHCP
Y1 Multi Skills	6	8		
Y1 Y2 Construction Club	4	12		
Y2 Y3 Multisports	3	17	2	
Y2 Y3 Y4 Board Games	7	10	1	1
Y2 Y3 Y4 Mini Olympics	5	11	1	
Y3 Y4 Cooking Club	6	6		
Y3 Y4 Lego Club	2	16	1	1
Y3 Y4 Multisports	2	6		
Y3 Y4 Run Club	5	6		1
Y3 Y4 Stem Club	6	12		2
Y4 Y5 Y6 Cricket	2	14		
Y4 Y5 Y6 Girls Football	8	0	1	1
Y4 Y5 Y6 Steel Pans	4	5	1	2
Y5 Football	0	17	1	1
Y5 Y6 Art Club	7	7	2	
Y5 Y6 Basketball Netball	6	8		1
Y5 Y6 Junior Gym Coach	7	3	1	
Y5 Y6 Run Club	3	14		2
Y6 Sports Leaders	4	3		

Autumn 2: Oct–Dec 23	Girls	Boys	FSM/Ever 6	SEN/ EHCP
Y1 Y2 Book Club	7	8		
Y1 Y2 Small World	10	4	1	
Y1 Y2 Art Club	3	11		
Y1 Multi Skills	6	9		
Y2 Y3 Multisports	3	13	2	
Y2 Y3 Y4 Board Games	5	8	2	
Y3 Y4 Gym Club	6	0		
Y3 Y4 Cooking Club	4	8		
Y3 Y4 Lego Club	4	13		1
Y3 Y4 Multisports	4	15	1	
Y3 Y4 Run Club	3	6		1
Y3 Y4 Y5 Mini Olympics	0	7	1	
Y4 Y5 Cricket Club	0	6	1	
Y4 Y5 Y6 Girls Football	8	0	1	
Y4 Y5 Y6 Steel Pans	5	6	1	2
Y5 Football	1	10	1	1
Y5 Y6 Art Club	9	4	3	
Y5 Y6 Basketball Netball	2	6		
Y5 Y6 Run Club	3	12		

Spring 1: Jan-Feb24	Girls	Boys	FSM/Ever 6	SEN/ EHCP
Y1 Y2 Multi Sports	0	18	1	
Y1 & Y2 Book Club	7	4		
Y1 Y2 Small World	9	7	1	
1 & 2 Gym Club	10	6	1	
Y1 Multi Skills	8	8	1	
Y2 Y3 Y4 Board Games	3	13	1	1
Y2 & 3 Multi Sports	3	14		
Y3 Y4 Football	1	10	1	1
Y3 Y4 Cooking Club	10	1		
Y3 Y4 Lego Club	4	12		1
Y3 Y4 Sports Leaders	0	7		1
Y3 Y4 Run Club	2	4		
Y5 Football	0	12	1	
Y4 & Y6 Coding Club	2	7		1
Y4 Y5 Basket Ball	0	4	1	1
Y4 Y5 Y6 Girls Football	13	0	1	
Y4 Y5 Y6 Steel Pans	1	5		1
Y5 Y6 Art Club	2	3		1

Y5 Y6 Run Club	0	6	1	1
Y2 Y3 & Y4 Book Club	7	4		1

Spring 2: Feb-April 24	Girls	Boys	FSM/Ever 6	SEN/ EHCP
Y1 Y2 Book Club	3	4		
Y1 & Y2 Forrest Club	6	11	1	
1 & 2 Multi Activities	4	11		
Y1 Y2 Gym	8	1		
Y1 Multi Skills	6	7		
Y2 Y3 Y4 Board Games	4	10		
Y2 & 3 Bat & Ball	0	15	1	
Y3 Y4 Multi Sports	3	16		
Y3 Y4 Cooking Club	8	3		
Y3 Y4 Lego Club	5	11		
Y3 Y4 Mixed Football	1	12	1	1
Y3 Y4 Run Club	3	5		
Y3 Y4 Y5 Mini Olympics	2	9		
Y4 & Y6 Eco Warriors	2	7	1	
Y4 Y5 Choir	12	4		
Y4 Y5 Y6 Girls Football	12	0	1	1
Y4 Y5 Y6 Steel Pans	0	6		1
Y5 Y6 Art Club	3	1		
Y5 Y6 Run Club	0	7	1	1
Y4 Y5 & Y6 Cricket	0	8	1	
Y5 Football	0	14	1	1

Summer 1: April-May 24	Girls	Boys	FSM/Ever 6	SEN/ EHCP
Y1 Y2 Book Club	3	4		
Y1 Y2 Gym Skills	8	1		
Y1 Multi Skills	6	7		
Y1 Multi Sports	4	11	1	
Y2 Y3 Bat & Ball	0	15	1	
Y2 Y3 Y4 Board Games	4	10		
Y3 Y4 Cooking Club	8	3	1	
Y3 Y4 Lego Club	5	11		2
Y3 Y4 Multisports	3	16		
Y3 Y4 Run Club	3	5	1	
Y3 Y4 Y5 Football	1	12	1	1
Y4 Y5 Eco Warriors	2	7		
Y4 Y5 Y6 Girls Football	12	0	1	1
Y4 Y5 Y6 Steel Pans	0	6	1	
Y5 Football	0	14	1	3
Y5 Y6 Art Club	3	1		
Y5 Y6 Mini Olympics	2	9		
Y5 Y6 Run Club	0	7	1	1
Y4, Y5 & Y6 Cricket	0	8	1	
Y2 – Y6 Choir	12	4		
Y1 & Y2 Forrest School	6	11	1	

Summer 2: May-July 24	Girls	Boys	FSM/Ever 6	SEN/ EHCP
Y1 Y2 Art Club Outdoor	12	5	1	1
Y1 Multi Skills	8	8		
Y2 Y3 Multisports	2	13	1	
Y2 Y3 Y4 Board Games	5	11		2
Y2 & Y3 Bat & Ball	0	16		
Y3 Y6 Girl Football	10	0	1	
Y3 Y4 Lego Club	4	11		1
Y3 Y4 Multisports	4	15		1
Y3 Y4 Run Club	4	5		1

Y3 Y4 Y5 Mini Olympics	0	8		
Y4 Y5 Cricket Club	1	2		
Y4 Y5 Y6 Girls Football Mixed	1	12	1	3
Y4 Y5 Y6 Steel Pans	1	4		1
Y5 Football	0	11	1	1
Y5 Y6 Art Club	2	3		
Y5 Y6 Run Club	4	5		1
Y2 Y6 Choir	9	5		

Autumn 1: September-October 24	Girls	Boys	FSM/Ever 6	SEN/ EHCP
Y1 Y2 Ball Sport	4	12	1	1
Y1 Y2 Small World	6	9		
Y1 Y2 Fun and Games	6	5		
Y2 Y3 Multisports	5	7		
Y2 Y3 Y4 Board Games	8	8		1
Y3 Y4 Football	0	16		
Y3 Y4 Cooking Club	4	8		
Y3 Y4 Lego Club	3	11	1	2
Y3 Y4 Multisports	2	12		2
Y3 Y4 Run Club	8	4		
Y3 Y4 Y5 Mini Olympics	4	15	1	
Y4 Y5 Origami	3	3		
Y4 Y5 Y6 Sports Leaders	1	4	1	
Y4 Y5 Y6 Steel Pans	4	7		1
Y6 Football	0	10	1	1
Y5 Y6 Art Club	7	3		
Y5 Y6 Basketball Netball	8	1		1
Y5 Y6 Run Club	4	12	1	2

Autumn 2: Oct-Dec 24	Girls	Boys	FSM/Ever 6	SEN/ EHCP
Y1 Y2 Ball Sports	4	12		
Y1 & Y2 Target Club	2	3		
Y1 Y2 Small World	6	7		
1 & 2 Gym Club	10	1		
Y1 Y2 Fun and Games	6	7		
Y1 Multi Skills	8	6		
Y2 Y3 Y4 Board Games	10	10	2	2
Y2 & 3 Origami Club	5	13		
Y3 Y4 Football	0	16		1
Y3 Y4 Cooking Club	5	7		
Y3 Y4 Lego Club	1	18	1	1
Y3 Y4 Sports Leaders	9	1		
Y3 Y4 Run Club	5	7		
Y3 Y4 Y5 Ball Sports	1	12		1
Y4 & Y6 Spanish club	2	2		
Y4 Y5 Choir	9	6		
Y4 Y5 Y6 Girls Football	10	0	1	2
Y4 Y5 Y6 Steel Pans	1	9		
Y5 Y6 Art Club	8	4	1	
Y5 Y6 Run Club	4	10		

Spring 1: Jan-Feb 25	Girls	Boys	FSM/Ever 6	SEN/ EHCP
Various Clubs	58	78	15	10

Spring 2: Feb-April 25	Girls	Boys	FSM/Ever 6	SEN/ EHCP
Various Clubs	63	85	15	10

Summer 1: April-May 25	Girls	Boys	FSM/Ever 6	SEN/ EHCP
Various Clubs	62	83	15	11

Summer 2: May-July 25	Girls	Boys	FSM/Ever 6	SEN/ EHCP
Various Clubs	42	71	10	11

Other information

Governor representation as at December 2025: 7 x male, 5 x female.

Qualitative information

The school policies published on the school's website evidence the school's commitment to the principles outlined in this policy and the public sector equality duty.

Date of publication of this appendix: December 2025

Date for review and re-publication: Autumn term 2027

NOTE: The Equality Act 2010 (Specific Duties) Regulations 2011 require Governing Bodies to publish equality information on an annual basis.