

Fairlawn Primary School Equality Information and Objectives

The 2010 Equality Act places a duty on the school to publish the following information on an annual basis

Characteristics of our school population (as of September 2020)

Gender

	Foundation Stage	Y1 – Y6	Total
Total	85	350	435
Boys	50	160	210
Girls	35	190	225

Free School Meals

FSM
5.98%

Ethnic Groups – numbers

Asian/Asian British (Indian)	2	White and Black African	8	Other black African	6	Information Refused	13
Asian/Asian British (Pakistani)	1	White and Black Caribbean	11	White British/English	186	Information not obtained	58
Any other mixed background	9	Other Asian	9	Chinese/Other Chinese	9	Other Ethnic	16
Black or Black British – any other black background	14	White & Pakistan/Indian	4	White European/other	12		
Black or Black British - Caribbean	20	Other White British	2	White Eastern European	2		
White and Asian	16	Black African	12	White other	25		

% White British	% White other	% Black or Black British Caribbean	% White and Asian	% Other Ethnic
42.7	5.74	4.6	3.68	3.68

First Language

Akan	1	French	3	Romanian	1	Yoruba	2
Albanian	1	German	2	Russian	1		
Arabic	2	Hungarian	3	Spanish	8		
Arabic (other)	1	Hindu	1	Somali	5		
Bengali	1	Information not obtained	2	Swedish	2		
Bengali (other)	1	Italian	2	Turkish	2		
Chinese (any other)	3	Japanese	1	Thai	1		
Chinese	1	Kurdish	5	Ukranian	1		
Dutch/Flemish	2	Polish	7	Urdu	1		
English	373	Portugese	3	Urhobo	1		
Total proportion of pupils who speak English as an Additional language – 14.9%							

Special Educational Needs

Stage	Numbers	%
No Specified SEN	381	87
SEN Support	46	11
Statement/EHC Plan	8	2
% children with SEN for R to Y6	54	13

SEN type for pupils with SEN support and EHCP or statements	
Speech Language and Communication Needs	21
Specific Learning difficulty	11
Autism	4
Hearing Impairment	0
Social Emotional and mental Health	6
Other disability including sensory physical or medical	10
No specialist advice	2
Total	54

Attendance (September 2019 – March 2020)

No of authorised absences	% 2.64	No of unauthorised absences	% 0.78	Total absences	% 3.42
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Admissions

Fairlawn School community is clearly very diverse. We want to ensure that everyone is welcomed and included.

Equality Objective 1	Becoming an actively anti-racist school
Why	To provide equitable opportunities for all by dealing with acts of racial discrimination and working together as a community to challenge racial biases
How	<ul style="list-style-type: none"> • Hold a Parent Forum in September with a focus on Racism and Diversity at Fairlawn to develop a culture of open discussions and regular catch-ups every half term. Meeting notes available on our website. • Whole staff INSET with BLAM to consider the diversity of our curriculum and explore how to become an actively anti-racist school • Audit book corners and ensure diversity is reflected in our provision • When reviewing policies look at them with a critical eye to ensure they are equality promoting and promote becoming an anti-racist school • Develop staff understanding of being anti-racist • Through staff training, ensure there is a clear and consistent approach to responding to homophobic and/or racist language. Communicate this approach to parents. • Padlet set up for parents to share resources
Expected Outcome	Effectively challenge racial inequalities and institutional racism

Equality Objective 2	To decolonise our curriculum and to further develop children's knowledge of black history and culture
Why	To ensure BAME pupils have their history, cultures and legacy appreciated and recognised thus impacting on their self esteem, aspirations and achievement.
How	<ul style="list-style-type: none"> • Work with BLAM to decolonise the curriculum by questioning the viewpoint of the curriculum • Provide weekly enrichment sessions on global black history for our BAME children in years 4 and 5 • Tracking BAME disadvantaged children as a specific group focusing on their

	<p>attainment and progress.</p> <ul style="list-style-type: none"> • Ensuring we give all children the opportunity to apply for key roles around the school e.g Pupil Parliament by allowing them time in school to prepare speeches etc or they are anonymous to avoid children voting for their friends. • Ensuring the curriculum throughout the year reflects positive Black figures • Ensuring book corners and class readers reflect a diverse range of characters and authors
Expected Outcome	The curriculum effectively develops children's knowledge of black history and culture

We will engage with our school community to ensure the objectives identified above are the best ones for this coming year based on the data analysis. The objectives will be reviewed when we review the school improvement plan and included, where appropriate, within the new plan. The Governing Body will review them regularly.

Prejudice related incidents

<p>Records of behaviour incidents show that in 2019/20: There were no reported prejudice related incident There were no reported exclusion</p>

Actions undertaken over the past year to promote Community Cohesion	
Actions in school	Actions involving the local/wider/global community
<p>Choir and music performances- via Zoom Induction meetings for Foundation Stage parents via Zoom Pupil Parliament – Community committee visit to the food bank Workshops for parents of all year groups –online safety, phonics, curriculum now posted on line PTA events – AGM meeting Zoom Home visits as part of reception induction Secondary transfer meeting and coffee morning Museum event – virtual tour online Road safety campaigns and social distancing Parent forum via Zoom Books, food for the food bank and OPAL donations</p>	<p>Participation in music events – performed at Blackheath Concert Halls and Young Voices Visits to local places of worship, local museums, art galleries etc. via Zoom Visits from local people to talk about their experiences of WW2 - Via Zoom Participation in Junior Citizen Event. PE –bronze scheme sports festivals, football, netball & athletics competitions Parents in to talk about own religions & cultures Visiting artists Links with IOE & local secondary schools Hosted student teachers. Work experience placements Inter school sport competitions Parents contributing to science careers fair as part of science week Contributions to displays in school – door project Tour of the school via Zoom for new parents</p>