

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 2023)

Gender

	Foundation Stage	Y1 – Y6	Total
Total	79	323	402
Boys	37	166	203
Girls	42	157	199

Free School Meals

FSM
12.19

Ethnic Groups – numbers

	Asian and Any Other Ethnic Group	3	Chinese	7	Other Ethnic Group	3	Turkish	1	White and Indian	4	
Albanian	1	Black African	13	Indian	2	Other Mixed Background	3	Turkish Cypriot	1	White and Pakistani	3
Arab other	1	Black and Any Other Ethnic Group	4	Information Not Yet Obtained	91	Other Pakistani	1	White and Any Other Asian Background	1	White British	121
Any Other Asian Background	2	Black and Chinese	1	Kurdish	2	Other White British	4	White and Any Other Ethnic Group	3	White Eastern European	3
Any Other Black Background	5	Black Caribbean	14	Latin/ South/ Central American	2	Portuguese	2	White and Asian	10	White English	10
Any Other Ethnic Group	3	Black European	1	Other Black	5	Refused	11	White and Black African	8	White European	17
Any Other Mixed Background	6	Black Ghanaian	1	Other Black African	4	Sri Lanka	1	White and Black Caribbean	11	White Irish	1
Any Other White Background	6	Black Somali	4	Other Chinese	1	Thai	1	White and Chinese	1	White Other	3

White British	White European	Black Carribean	Black African	White English
30.6%	4.22%	3.48%	3.23%	2.49

First Language

Akan	1	French	2	Turkish	8			
Albanian	3	Information not obtained	1	Thai	2			
Arabic	2	Kurdish	4	Ukranian	1			
Arabic (other)	1	Polish	4	Urdu	2			
Bengali/	1	Portuguese	3	Urhobo	1			
		Romanian	1	Swahille	1			
Bulgarian	1	Russian	2	Sinhala	1			
Chinese (any other)	5	Spanish	4	Pashto/Pakhto	1			
Chinese	3	Somali	4	Lithuanian	1			
English	341	Swedish	1					
Total proportion of pupils who speak English as an Additional language –15.28%								

Special Educational Needs

Stage	Numbers	%
No Specified SEN	348	86.6
SEN Support	47	11.7
EHC Plan	7	1.7
% children with SEN for N to Y6	54	13.4

Primary SEN type for pupils with SEN support and EHCPS	
Speech Language and Communication Needs	24
Specific Learning difficulty	6
Autism	8
Social Emotional and mental Health	4
Other disability including sensory physical or medical	8
No specialist advice	4
Total	54

Fairlawn School is a diverse community. Our aim is to ensure that everyone feels welcomed and included. Article 2: All children have the rights set out in the UNCRC, and individual children and young people shouldn't be discriminated against when these rights are realised. This covers both direct and indirect discrimination

Equality Objective 1	To ensure that the Federation continues its journey towards becoming Anti-Racist
Why	We are committed to creating a reflective environment, building on current practice to ensure that all children including those from Black Caribbean heritage, black, and minority ethnic are listened to, valued and challenged to do their very best.
How	<ul style="list-style-type: none"> Engage with the charity, Urban Synergy, to provide positive role models for our pupils in years 5 and 6 Run a calendar of events that promotes diversity e.g. World Afro Hair Day, Show Racism the Red Card, Windrush Day, Stephen Lawrence Day, Language day Cross federation INSET on colourism

	<ul style="list-style-type: none"> • Staff to develop pupil literacy around race and racism so that children are able to confidently identify and express what they may witness or experience and develop their allyship. • Share clear procedures/guidelines for the management of racist incidents with families. • To explicitly ask families for items of cultural importance and significance to support play • Federation parent forum termly- shared language, dealing with incidents of racism • Use pupil progress meetings as a springboard to focus on action to further raise the attainment of Black Caribbean Heritage and Minority Ethnic children • Further, develop mental health awareness to include the mental health implications of racial trauma. • To facilitate a 'Pupil Take Over Day'.
Expected Outcome	All children are supported to do their very best Black Caribbean heritage, black, and minority ethnic

Equality Objective 2	To empower all pupils to share their ideas & concerns in order to ensure lasting change across the federation and beyond
Why	As a Gold Rights Respecting school we believe our children should be at the heart of decision making, influencing and shaping the life and work of the Fairlawn and Haseltine federation.
How	<ul style="list-style-type: none"> • Continue to create opportunities to explore the concepts of fairness and equity and ensure children and young people can describe how school promotes these concepts. • Continue to promote an ethos of inclusion, where all feel supported and valued, relating this explicitly to non-discrimination. • Support children and young people to engage in a range of advocacy, campaigning and fundraising activities that promote children's rights locally and globally. • Children to develop a permanent display of children's rights in the playground • Using UNICEF UKs Youth Advocacy Toolkit continue to develop children's understanding of what it means to be a rights respecting global citizen. Support them to be informed about the world so they are critical thinkers and empowered to challenge injustice • To use 'Pupil Parliament' (in the first instance) to capture the pupil's voice. Find out from the children what they would like to see regarding race and culture in their school. Ensure this is a standing agenda item at pupil parliament meetings
Expected Outcome	All children develop a sense of belonging at Fairlawn and across the federation

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

Records of behaviour incidents show that in 2022/23:
 There were 10 reported prejudice related incidents
 There were no exclusions

Actions undertaken over the past year to promote Community Cohesion	
Actions in school	Actions involving the local/wider/global community
Choir and music performances Induction meetings for Foundation Stage parents Workshops for parents of all year groups safety, phonics, curriculum now posted on line	Participation in music events – performed at Young Voices Visits to local places of worship, local museums, art galleries

<p>PTA events – AGM meeting Home visits as part of reception and nursery induction Secondary transfer meeting and coffee morning Parent forums via Zoom Books, food for the food bank and OPAL donations Grounded project with BLAM Urban Synergy seminar for years 5 and 6</p>	<p>Visits from local people to talk about their experiences of WW2 - Via Zoom PE –bronze scheme sports festivals, football, netball & athletics competitions Parents in to talk about own religions, cultures and careers Links with IOE & local secondary schools Hosted student teachers. Work experience placements for local secondary schools Whole school assemblies Advertising of local events in the newsletter Parent volunteers</p>
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