

Forest Glade Primary School



Equality Data and Objectives 2023



EQUALITY OBJECTIVES

WELCOME TO FOREST GLADE PRIMARY SCHOOL

In order to meet our school's general and specific duties under the Equality Act 2010, the following information has been prepared.

Stage 1: Understanding Our School Community – Pupils

What is the school profile?

- How many children are on roll at the school?
- What information on pupils is collected by protected characteristics?

242 Pupils in total

The following information was correct as of November 2022:

Ethnic Categories							
White British	218	White & Black Caribbean	3	Indian	2	Any Other Black Background	0
Irish	0	White & Asian	2	Pakistani	2	Refugee	0
Any other white background	5	White & Black African	1	Bangladeshi	1	Asylum Seeker	0
Traveller of Irish Heritage	0	Any Other Mixed Background	1	Any other Asian background	0	Any Other Ethnic Group	1
Gypsy/Roma	0	Chinese	1	Black Caribbean	0	Information Refused	0
White European	2	Any other Chinese background	0	Black African	3	Information Not Obtained	0

Disability Categories			
Not Collected	0	Needs Medication	0
No disability	216	Speech and Language	4
Mobility	2	Hearing Impairment	0
Hand Function	0	Visual Impairment	1
Personal Care	0	ASD/ADHD	14
Learning needs	3	Other Disability / Health	4

Special Educational Needs (SEN)	Percentage (%)	Actual No.
No Specified Special Educational Need	89.6%	217
SEN without a statement/EHC Plan	9%	22
SEN with a statement/EHC Plan	1.2%	3

Gender	
Girls	132
Boys	110

Deprivation	Number	Percentage
Pupil Premium*	62	25.6%
Non-Pupil Premium	180	74.4%

*Any pupil in receipt of Free School Meals at any time during the last 6 years

Religion & Belief					
Anglican	0	Church of England	0	Sikh	2
Baptist	0	Hindu	0	No Religion	154
Buddhist	0	Jewish	0	Other Religion	8
Catholic	1	Methodist	0	Refused	6
Christian	49	Muslim	5	Unknown	17

No Information was available on the following protected characteristics which are not relevant to the Primary Age Range:

- **Gender Reassignment** - The school did not have any information on whether any of the children on roll had reassigned their gender as the question had never been asked as it was not appropriate to the Primary age range.
- **Sexual Identity** - The school did not have information on whether any of the pupils on roll identified as Lesbian, Gay, Bi-sexual or Transgender (LGBT) as the question had never been asked as it was not appropriate to the Primary age range.

Stage 2: Understanding the Information Gathered

Using the monitoring information gathered the school looked at the following to identify whether there were any obvious gaps or potential issues for pupils in relation to the protected characteristics:

- Admissions
- Attainment
- Attendance
- Engagement in school activities
- Exclusions
- Prejudice related incidents
- Rewards and sanctions
- Representation on school bodies e.g school councils,

Following our analysis, we have developed four Equality Objectives in order to meet the following requirements of the Equality Act:

- Eliminate Unlawful Discrimination, harassment, victimisation and any other conduct prohibited by 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

Objective 1:

Equality Objective	Promote positive attitudes towards the promotion of racial equality
Why	218 out of 242 children (90%) of our children are white British To promote community cohesion and understanding across our community
How	<ul style="list-style-type: none">• Share positive messages through whole school assemblies, class assemblies and PHSE, RE work giving the children time to discuss and explore a range of cultures, religions and differences.• Ensure the teaching resources(particularly books used in school)reflect diversity in terms of race and culture.• Continue to celebrate respect for and understanding of diversity in all its forms through whole school events, trips/visitors and assemblies.• Ensure that the values underpinning the school's ethos are actively promoted by all staff, governors, volunteers and visitors.• Challenge parents where there is evidence of a lack of respect for diversity and where messages given at home are deemed to be in commensurate with school and British values.• Continue to ensure school has a range of texts that deal with racial diversity• Continue to have a zero tolerance approach to bullying incidents and incidents related to the use of inappropriate language related to race or ethnicity.• Continue to embed our value of 'kindness' and promote and encourage acts of kindness.• Ensure that displays in classrooms and corridors promote diversity in terms of race, gender, ethnicity, sexual orientation, religion and disability.
Outcome	<ul style="list-style-type: none">• The children display an understanding and positive attitude towards the promotion of race equality• The children will display positive attitudes towards people of a different race• The school ethos, curriculum and environment clearly reflects our commitment to equality and provides clear evidence and focus on this.• Children's awareness and tolerance will grow through being well-informed

Objective 2:

Equality Objective	To understand and appreciate others' religious beliefs
Why	The vast majority of our children are of the same religion or of no religion To promote an understanding of other people's faiths
How	<ul style="list-style-type: none">• Ensure our curriculum allows for a greater awareness of religious diversity• Ensure that the R.E curriculum focuses on a deeper understanding and acceptance of varying faith.• Continue to purchase texts that deal with religious diversity.• Ensure that multi-faith displays are prominent around school.• Monitor that British Values are embedded within our curriculum.• Continue to have a zero tolerance approach to incidents related to the use of inappropriate language related to religious beliefs.
Outcome	<ul style="list-style-type: none">• The children will display positive attitudes towards people of different religions and faiths.• Through knowledge, will come understanding and the range of religions and faiths will be seen as an opportunity to celebrate diversity• The children will display, through their curriculum work, a sound understanding of other religions and faiths• Children's awareness & tolerance will grow through being well-informed

Evaluating Impact

We will engage with our school community to ensure the objectives identified are the most appropriate given the needs of the school at the current time. The Local Governing Body will monitor progress on all Equality Objectives.