

Greenford School



EQUALITY INFORMATION

Reviewed and Agreed: October 2026

Next Review Date: October 2027

Part 1: Information about the pupil population

Number of pupils on roll at the school: 133 (July 2026)

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.

In order to ensure that all pupils are protected from discrimination, the school collects information on some protected characteristics of their pupils these include:

Disability

Ethnicity and Race

Gender

Religion and Belief

Sensitive information on some pupils with protected characteristics

It is not appropriate for us to collect information from pupils in relation to some protected characteristics, gender identity and sexual orientation.

However, as a school, we are aware that there may be a number of equality issues for gay, lesbian and bisexual pupils, as well as those who are undergoing or who have undergone a reassignment of their gender.

Maternity and pregnancy are also a protected characteristic.

Information on other groups of pupils

Ofsted inspections of schools will look at how schools help "all pupils to make progress, including those whose needs, dispositions, aptitudes or circumstances require additional support".

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

Pupils on free school meals

Pupils with Special Educational Needs (SEN)

Pupils with English as an additional language

Pupils with a Traveller heritage

Pupils from low-income households

Young carers

Looked after children

Other vulnerable groups

Reviewed October 2026

Part 2: How we have due regard for Equality

The information provided here aims to show that we give careful consideration to equality issues in everything that we do in the school.

Disability, Ethnicity and Race, Gender, Religion and Belief

Summary information and data (including gaps in attainment, inequalities of outcome and relations between different groups of pupils).

We have analysed data from the Local Authority regarding Greenford School:

Please see the school data overview for information and analysis of outcomes in relation to different groups of pupils.

We are committed to working for the equality of all our staff, children and parents. To meet our duties under the Equality Act 2010 we have due regard to the need to:

Eliminate unlawful discrimination by:

- The school governors reviewed our Single Equality policy in April 2024 which is available to download from the school website
- SIAMS inspection evidences the strong value led ethos in the school
- Children's questionnaires and actions raised through the School Council Meetings have led to changes at lunchtimes - increased space, activity and play support, arrangements for lunchtimes
- Playground Leaders take part in the Bronze Ambassadors training

Advance equality of opportunity by:

- We use the information we collate through our tracking system to identify underachieving groups or individuals and plan targeted interventions
- We strive to ensure participation of all parents and pupils in school development through parents meetings to discuss priorities for the school, the PTA and our School Council.
- Reading books and library books reflect equality issues and the wider society that we live in.

Foster good relations and community cohesion by:

- We constantly strive to ensure that equality and diversity are embedded in the curriculum and we regularly focus on these key areas in assemblies.
- We actively participate in national events like Anti Bullying Week and Safer Internet Day.
- We regularly contribute to the following charities; NSPCC Number Day, Red Nose Day, Sports Relief, Children In Need.

What has been the impact of our activities? What do we plan to do next?

Impact:

- As part of the School Council, children wanted to establish an Eco Group. School is now working towards the Eco Schools Award
- Children wrote to the Government and Local MP regarding the environment. As a result of this parents at Greenford have established a recycling group
- Pupils show that they are not afraid to speak out for change and understand that they have the power to be 'Change Makers'.
- The school now has a very active School Council in place which has already brought about a number of changes within school.
- Children have a good understanding of what the protected characteristics are and how people should not be discriminated against because of them.

What Next:

- Expand the range of clubs on offer and ensure they offer a range of rich experiences and remain accessible to all pupils.

Part 3: Consultation and Engagement

We aim to engage and consult with pupils, staff, parents and carers and the local community so we can improve our information, learn about the impact of our policies, develop our equality objectives and improve what we do.

Our main activities for consulting and engaging are:

- Questionnaire to parents
- Questionnaires for pupils
- Weekly School Council Meetings
- Pupil Voice
- Eco Schools Council
- Staff meetings
- Governors meetings
- Parental consultations
- Engage wider community through Governor links
- A named governor who is responsible for the equality agenda in school

Part 4: Record of how we have considered Equality issues when making decisions

The Equality Act 2010 requires us to show due regard to equality issues when we make significant decisions or changes in our policies. This means we need to consider what the impact of those decisions or policies will be on pupils and staff with protected characteristics before a decision is made or a policy is finalised.

- Equality issues are regularly discussed and recorded at staff and governors meeting to monitor the impact on pupils and staff.
- Curriculum resources reviewed to ensure that they are representative of diversity - new resources purchased/ additional books for school library
- Review of school offer to ensure that extra-curricular activities are available to all and appeal to both boys and girls

Part 5: Our Equality Objectives

The Equality Act 2010 requires us to publish specific and measurable equality objectives. Our equality objectives are based on our analysis of data and other evidence. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages.

We will regularly review the progress we are making to meet our equality objectives.

Equality objective 1:

Monitor and analyse pupil achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for pupils.

Progress we are making on this objective:

Regular pupil progress meetings allow us to focus on individuals and groups to identify any gaps or additional support that may be needed through interventions supported by the SENDCO. Adaptions in the curriculum to ensure access for all. We are working closely with specialist teachers to ensure that all children have the same opportunity to achieve.

Equality objective 2:

Ensure that the curriculum promotes role models and heroes that young people positively identify with, which reflects the school's diversity in terms of race, gender and disability.

Progress we are making on this objective:

Staff plan a rich and varied curriculum that celebrates difference and promotes a range of role models and heroes – this is reinforced in weekly whole school assemblies.

Teachers regularly review their class curriculum and subject curriculum to ensure that teaching content and resources remain fully representative of all diversity and differences.

Equality objective 3:

Ensure all pupils are given the opportunity to make a positive contribution to the life of the school

Progress we are making on this objective:

Opportunities are planned for children to take part in a range of fundraising days, raising awareness of issues and charities on a local and global platform.

Eco schools council to be further developed to become involved in the Dorset COP

We believe that publishing our equality information will make us transparent about the progress we are making on equality, and more accountable to parents and the local community.

For more information please contact: The Headteacher

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Member of governing body with responsibility for equality issues: Beth Galliver

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Signed

Signed

Date

Date

Chair of Governors

Headteacher

Information on pupils by protected characteristics

Ethnicity and Race Pupils aged 5 years and over (total number of children is 132, as does not include 1 child in Reception that is under 5) as of July 2026							
Asian or Asian British	Boys	Girls	Total	Mixed	Boys	Girls	Total
Bangladeshi Heritage				Other Mixed Heritage			
Indian Heritage				White and Asian	2	-	2
Other Asian Heritage				White and Black African			
Pakistani Heritage				White and Black Caribbean	-	1	1
Black or Black British				White			
Black African Heritage				British Heritage	63	57	120
Caribbean Heritage				Irish Heritage	1	1	2
Other Heritage				Traveller of Irish Heritage			
Chinese				Gypsy / Romany			
Any Other Ethnic Group				Any Other White Background	4	3	7
Information Withheld							

Pupil Special Educational Needs (SEN) Provision as of July 2026 (133 children)		
	Number of pupils	Percentage (%) of school population
No Special Education Need	86	65%
Special Needs Register	40	30%
Education and Health Care Plan	7	35%

Religion and Belief			
Buddhist		Sikh	
Christian		No Religion	
Hindu		Other Religion	
Jewish		Unknown	
Muslim			

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Gender as of July 2026 (133 children)	
Male	71 (53.4%)
Female	62 (46.6%)

Ofsted inspections of schools will look at how schools help "all pupils to make progress, including those whose needs, dispositions, aptitudes or circumstances require additional support."

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

Pupils with English as an additional language (EAL) as of July 2026 (133 children)				
	Boys	Girls	Total	Percentage of school population
Number of pupils who speak English as an additional language	1	3	4	3%
Number of pupils who are at an early stage of English language acquisition	0	0	0	0
Pupils from low-income households as of July 2026 (133 children)				
	Boys	Girls	Total	Percentage of school population
Number of pupils currently eligible for free school meals	12	13	25	19%

Post Looked after children

0

Young carers

3

Other vulnerable groups

N/A
