Equality Report

Equality Information 2024-2025 – Children

Aylward Primary school is an above average size primary school in Harrow with 526 children between the ages of 3 and 11. The school has a very diverse intake of children and an increasing rate of mobility compared with national figures. The school is slightly below the national deprivation indicator.

Stability

Year	2021	2022	2023	2024	2025
School	65%	69%	69%	69%	76.7%
National	81%	85.6%	81%		

Deprivation

Year	2021	2022	2023	2024	2025
School	Close to average	Close to average	Close to average	Close to average	Close to average
National					

Age

Aylward Primary School has almost completed expansion to 3 classes per year (90 children) from Reception to Year 6 (4 to 11 years old). The school provides a Nursery facility for 3- and 4-year-old children for up to 52 children. The school has a Special Needs Resource called Kaleidoscope, for up to 12 children, who have been medically diagnosed with Autism as their primary need.

Ethnicity

Aylward welcomes and celebrates having children from all cultures and ethnicities and has many from minority ethnic groups. Some of our children have refugee status and come from countries such as Iran and Afghanistan.

Based upon the current data available (2024) 60.4% of our children do not have English as their first language and speak a variety of other languages at home, nationally this figure is 21.4%. There are 34 different home languages spoken at Aylward.

Gender

45.8% of children are girls and 54.1% are boys.

Disability

There are 88 children at Aylward with disabilities ranging from Physical Disabilities to Speech, Language and Communication Needs. All staff are responsible for meeting the needs of these children. Good practice is continually shared amongst colleagues to help ensure children fully

access the curriculum. Our Inclusion team keep detailed records of the needs of these children and closely monitor progress of children with disabilities together with Senior Leaders and teachers.
There are accessible disabled toilets throughout the school building and used by children with short- or long-term medical needs. There is a lift to the first floor to ensure the building is accessible to all children. Special arrangements are made for fire evacuations.

Sexual Orientation and Gender reassignment
The school does not collect information on the sexual orientation of children. Were it to be communicated to the school regarding a pupil, it would be recorded in the child's affective file and would be confidentiality maintained. No data is collated by the school about gender reassignment.

Religion
All year groups show a similar religious profile with all major religions represented. The school canteen caters for many dietary requirements. Children all study Religious Education and this covers all major world religions and promotes cohesion between children of different faiths. Assemblies at different times of the year celebrate many religious festivals.

Marriage and civil partnership
No data is collected or held by the school about parents'/carers' marital status, apart from the titles and names given for home contacts and information about whether letters home and reports are to be sent to two addresses, unless specifically requested by a parent/carer.

Free school meals
27.57% (29.17)% if you exclude Nursery children) of children are known to be eligible for free school meals. The school has a fund to provide financial support for families for items such as uniform, trips and music lessons.

Pupil Premium
26.45% (27.97%) if you exclude Nursery children) of children are known to be eligible for Pupil Premium. By the end of Key Stage 2 in 2025, PPP performed well against non-PPP. For example, PPP attained broadly in line with Aylward all, in reading, writing and SPaG at the expected standard and above in Maths. For combined attainment in reading, writing and maths, PPP performed above their non-PPP counterparts at 82% c.f. 74%.

Attendance
Attendance continues to be a focus for the school. Attendance is monitored on a daily basis and analysed in order to target individuals / groups who need support in improving their attendance.

Exclusions and incidents
There were no permanent exclusions at Aylward in the last academic year. There were 4.5 x 1day suspensions, relating to 2 children. The school records and acts upon all incidents which contravene its Equal Opportunity Policy. There have been a very small number of incidents

where the school's equality policy has been breached by children. Sanctions and restorative sessions have been swift and efficient and have involved parents where appropriate.

Attainment

At Aylward, the majority of ethnicities performed above national averages by the end of KS2, summer 2026. Attainment at the end of Key Stage 2 was above national comparators for children reaching the expected level in reading, writing and maths.

Equality objectives 2024-2028 Children (Please refer to the Equality Objectives and Information Policy, which includes updates on the objectives outlined below).

- Diminishing differences in performance for disadvantaged children and children that require SEN support.
- Increasing the number of parents from multi-ethnic backgrounds attending parental engagement events.
- Increasing the number of children from multi-ethnic backgrounds participating in extracurricular clubs.
- Diminishing difference in performance between boys and girls in Maths and English.
- Plan further opportunities to raise children's awareness of equality and diversity.
- Monitor changes to the updated curriculum to ensure they result in good outcomes for children in all vulnerable groups.

Equality information 2025-2026 - Staff

Ethnicity

The distributions of ethnicities at Aylward is broadly the same for all groups of staff irrespective of pay. There is a diverse range of ethnicities which is consistent across support staff and teaching staff.

Gender

At Aylward Primary there is a 21.25:1 ratio of female to male staff in all significant areas. Staff are paid in relation to job specification, number of days' employment and level of responsibility regardless of gender and ethnicity. Average pay for male employees is higher than average pay for female employees, which is attributed to having substantially more female casual staff compared to male casual staff.

Disability

During 2024-25 there were no staff registered disabled, however, we have four staff who would be covered under the Disability Act.

Sexual Orientation and Gender re-assignment

No data is collected or held by the school about gender reassignment in the staff population.

Religion
The staff includes members of a wide range of religions and beliefs (including no religion or belief). The school does not routinely collect or hold this information, unless specifically requested by a member of staff. The school's absence policy allows time-off for major religious observance days for all faiths.

Marriage and civil partnership
No data is collected or held by the school about the marital status of members of staff, apart from the titles and names given on application forms and emergency contacts, unless specifically requested by the member of staff.

Pregnancy, maternity and paternity
The school operates the council's policies for maternity leave, paternity leave and flexible working (reduced hours). In the past year one members of staff took maternity leave and two members of staff took paternity leave. All pregnant staff will have a meeting to assess their individual needs and steps are taken to ensure these are met.

Training opportunities
The amount of time spent by staff on training activities and CPD are in the same ratio as the proportion to the workforce with regard to Gender and Ethnicity.