

Equality Targets for Crossdale Primary School, 2020-21

Context

Every school is required to ensure the needs of all vulnerable groups, including those covered by the Equality Act. In doing so, targets are set on a yearly basis to address any gaps in achievement, behaviour and/or attendance between groups with a protected characteristic under the Act and their non-vulnerable peers. Targets are set for the school and not cohorts.

Each year, the Equality link governor will visit to look at data and discuss any issues, assessing whether the previous year's targets have been met and to set targets for the next year in conjunction with the Head of School.

Opportunities to ensure the targets for 2019-20 were hindered due to Covid19 and the resulting lockdown. While equality of opportunity remains a vital value of the school, it has to be recognised that measures against the targets are not useful nor possible for this academic year, partly due to the cancellation of SATs. However, the targets remain relevant in all cases and have been carried over to 2020-21

Targets for 2020-21 were set by the Head of School, Executive Headteacher and Trust Administration and Governance Manager, to be monitored in future years by the Equality link governor.

Equality Targets for 2020-21

Improve writing attainment for boys in all year groups. Identified from data analysis; included in the School Improvement Plan as a priority objective.

Improve reading attainment for boys in all year groups. Identified from data analysis; included in the School Improvement Plan as a priority objective.

Improve attainment for summer born children in writing in all year groups. Identified from data analysis; included in the School Improvement Plan as a priority objective.

Equality Act disclosure form returns – 2019-20

Forms are sent out during the Autumn term of the academic year. At the time of writing, no returns for children attending the school in Autumn, 2019 had been received. A reminder was sent out to parents regarding the forms. Previous years have not yielded great numbers of returns and the school remains vigilant to the needs of children whether or not adjustment has been requested.

0 forms were submitted requesting for any adjustments to be made in regard to the Equality Act.

0 forms had been returned by staff when the targets were set.

Conclusion and Actions

Analysis has shown over the past few years that there are few issues regarding vulnerable groups. However, no matter how small a disadvantage there might be, the school should be

aware and addressing the barriers identified. The school holds the progress of all children as a priority and recognises that some children, by disability, gender, culture or other reason might need extra help to access learning opportunities.

There is one action recommended:

- To send out Equality Act disclosure forms in Autumn, 2020. It is advisable that the forms are included in the Induction pack for Reception children starting in September, 2021, for completion in the Summer term, 2021.

The school is mindful that regardless of whether a disclosure is made, children and adults attend the school who are protected by the Equality Act and proactive recognition of targets and adjustment should be made where it can be identified.

Report completed: 2 October, 2020 by Trust Administration and Governance Manager