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# Pike Fold Primary School Equality Objectives 2020/21

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Equality objectives should be clearly relevant to the groups with protected characteristics named in the Equality Act (gender, disability, gender reassignment, pregnancy and maternity, race, religion and belief, and sexual orientation), but may refer also to groups disadvantaged by social and economic factors

**Equality objective 1:** *Monitor patterns of attendance for various pupils with protected characteristics*

## Why we have chosen this objective:

- School has clear information of patterns of attendance and exclusions of pupils with a variety of protected characteristic. Monitor from September 2020-2021 ensuring these groups meet school target of 97%. Within the local community the EM groups has increased and as a school we must ensure children feel safe and secure when coming to school.  
Gender  
Other Black African  
Black Nigerian  
Polish

## To achieve this objective we plan to:

Collect information on levels of attendance and exclusion for pupils with protected characteristics compared to other pupils. Keep specific groups identified in line with school expected attendance of 97%. Identify any pupils within these groups that raise concern

## Progress we are making towards achieving this objective:

Identify barriers to attendance i.e family support. Identify reasons for exclusions. Improve attendance for pupils with regards:

Gender  
Other  
Black African  
Black Nigerian  
Polish  
Offer rewards and incentives  
Make appointments with specific parents

**Equality objective 2:** Improve outcomes and achievements for pupils with protected characteristics-Gender & EAL

**Why we have chosen this objective:**

Improve outcomes and achievements for pupils with protected characteristics. Compare data from 2018/19 to 2019/20, using SATs data.

Boys Fell below the national in 2019

Girls rose above the national in 2019 by: Reading 6% Writing in line, Maths 5%

EAL pupils 2019 below national in reading, above National in writing by 5% and below national in maths

Gender-2019 Girls above National 2019 in Reading and Maths at KS2

EAL pupils 2019 above national in GD Maths by 6%

Girls National 2019 Reading=78% Writing 85% Maths 79%

Boys National 2019 Reading 69% Writing 72% Maths 78%

EAL National 2019 Reading 69% Writing 77% Maths 80%

2020 SATs data not available due to non testing of pupils

**To achieve this objective we plan to:**

Use APS/IDS to track progress and identify targets for improved achievement for boys, girls and EAL pupils against national for reading, writing & maths.

Use the school internal tracking system to identify boys who need intervention.

**Progress we are making towards achieving this objective:**

Compare end of KS results for boys against National in Reading and writing.

Ensure materials and themed approach is full accessibly to boys and creates a love of learning and interest.

From Sept 2019 girls will become a focus in KS2 and be monitored throughout the year (half termly) by SLT-successful

From Sept 2020 boys will become a focus in KS2 and be monitored throughout the year (half termly) by SLT

### Why we have chosen this objective:

To increase awareness to pupils in our school of a variety of people that need to work together in our community with protected characteristics and that we represent people positively within the staff at school.

**Equality objective 3:** Raise awareness with pupils and have a representation within Pike Fold of staff with protected characteristics

### To achieve this objective we plan to:

Increase number of people with protected characteristics in teaching positions in school to provide positive role models.

Implement campaigns to develop positive attitudes of people with protected Characteristics

Establish links with local organisations for people with disabilities.

Raise awareness of different family structures and disabilities to all pupils in school.

### Progress we are making towards achieving this objective:

Increased number of people with protected characteristics within school. New staff appointed.

Positive images of families with varied orientations displayed around the school and reflected in resources.

Celebrate festivals and specific dates that highlight protected characteristics i.e. disability awareness day.

Links with local organisations established.

Gain support from stakeholders to support the implementation and advice for pupils

Raise awareness with pupils by achieving the Rainbow Flag award