



Tadpole Farm
CE Primary Academy

Equality Information and Objectives

These objectives are to be reviewed:

Annually /every two years / every three years / **other**

Drafted by: Senior Leadership Team

By signing on physical paper copy, signatories give consent to digital signatures being added to digital documents.

Date approved / adopted by Academy Council	October 2021	
Signed By:	Ewan Young Co- Chairs of Local Board	John Spencer School Principal
Date amended Page(s) amended	October 2021	
Review date	January 2024	
Date amended Page(s) amended	January 2024 3 and 4	

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010

Advance equality of opportunity between people who share a protected characteristic and people who do not share it

Foster good relations between people who share a protected characteristic and people who do not share it.

Love.Enquire.Achieve.Partnership

Tadpole Farm CofE Primary Academy and Nursery is an inclusive school where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

Our approach to equality is based on the following key principles:

1. All learners are of equal value
2. We recognise and respect difference
3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging.
4. We observe good equalities practice in staff recruitment, retention and development.
5. We aim to reduce and remove inequalities and barriers that already exist.
6. We have the highest expectations of all our children.
7. Our Vision and Values are 'lived' every day

Information on pupils by protected characteristics

The Equality Act 2010 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 protected characteristics.

Information on other groups of pupils

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

Pupils eligible for Free School Meals (FSM)

Love.Enquire.Achieve.Partnership

Pupils with Special Educational Needs (SEN)
Disadvantaged group
Pupils with English as an Additional Language (EAL)
Looked after children
Young carers
Service family children
Other vulnerable groups

Eliminating discrimination and other conduct that is prohibited by the Act

The information provided here aims to demonstrate that we give careful consideration to equality issues in everything that we do at TFCEPA. 'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act.

We are committed to working for equality for all our staff, parents/carers and children to meet our duties under the Equality Act 2010.

We eliminate discrimination by:

- Ensuring that our policies promote all children feel safe at school and addresses prejudicial behaviours
- Reporting, responding to and monitoring all reports of racism, sexual discrimination or bullying
- Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our pupils and that it promotes respect for diversity and challenges negative stereotyping
- Providing support so that teaching is of the highest quality to ensure children reach their potential and all pupils are given equal entitlement to success
- Tracking pupil progress to ensure that all children make rapid progress, and intervening when necessary
- Ensuring that all pupils have the opportunity to access extra-curricular provision
- Listening to and monitoring views and experiences of pupils and adults to evaluate the effectiveness of our policies and procedures.
 - Advancing equality of opportunity between people who share a protected characteristic and people who do not share it

We advance equality of opportunity by:

- Using the information we gather to identify underachieving groups or individuals and plan targeted intervention
- Ensuring participation of parents/carers and pupils in school development
- Listening to pupils
- Listening to parents/carers

- Fostering good relations across all characteristics - between people who share a protected characteristic and people who do not share it

'Everything is possible for one who believes' Mark 9:23

We foster good relations by:

- Actively ensuring that TFCEPA is seen as a Community School within our local community.
- Ensuring that Equality and Diversity are embedded in the curriculum and in Collective Worship.

Equality Objectives

At Tadpole Farm CEPA, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support pupils, raise standards and ensure inclusive teaching, we have set the following objectives:

Objective 1: To monitor and analyse pupil achievement and progress across a range of groups and act on any trends or patterns in the data that require additional support for pupils.

Objective 2: To raise levels of attainment and accelerate the progress in core subjects for vulnerable learners.

Objective 3: To develop the resources that pupils have access to that celebrate Diversity and Equality