



Ark Tindal Equality Statement

All schools in the Ark network are committed to ensuring equality of opportunity in line with the Equality Act 2010. We strive to reduce disadvantages, discrimination and inequalities of opportunity, and promote diversity in terms of our students, our workforce and the community in which we work.

We will assist our students in achieving to their very best potential. Where students experience barriers to their success we will work with them to address these in a sensitive and sympathetic way. We will teach our students the importance of equality and what forms discrimination can take and the impact discrimination can have. We will also encourage our students to make their own commitment to promoting equality.

We will not discriminate on any of the grounds listed below (known as the Protected Characteristics) save where such discrimination is permitted by law. Examples of permitted discrimination are:

1. A school may arrange pupils in classes based on age.
2. A school may take positive action to deal with particular disadvantages affecting pupils of one racial group if this is a proportionate means of dealing with the issue.

The Protected Characteristics that apply to schools are:

- Age (in relation to staff only);
- Disability;
- Gender re-assignment;
- Marriage and civil partnership (in relation to staff only);
- Pregnancy and Maternity;
- Race;
- Religion Faith or Belief;
- Sex; and
- Sexual orientation.

As a multi-academy trust and employer we will also not accept any direct or indirect discrimination, harassment or victimization. We will comply with the Public Sector Equality Duty giving due regard to that duty when making decisions, taking actions and developing policies. In line with its specific duties under the Equality Act 2010, we publish our equality objectives and will publish information about how it is complying with the Public Sector Equality Duty. Published information (given below) will be updated annually and objectives will be updated every four years.

Ark Tindal

Protected characteristics and our school population

This section provides information on the composition of the pupil population at Ark Tindal with respect to the ‘protected characteristics’ outlined in the Equality Act. The 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. The protected characteristics for pupils are disability, gender reassignment, pregnancy and maternity, race (ethnicity), religion and belief, sex (gender) and sexual orientation.

PUPIL POPULATION

(Figures July 2019)

Gender

Male	Female
220	204

Disability

SEND provision		
	Number of pupils	% of school population
No Special Educational Need	361	85%
SEN Support	62	15%
Statement	1 (EHCP)	0%

Ethnicity & Race

	Boys	Girls	Total
Asian or Asian British			
Bangladeshi heritage	1	10	11
Indian heritage	2	3	5
Other Asian heritage	88	82	170
Pakistani heritage	44	41	85

Black or Black British			
Black African heritage	2	7	9
Caribbean heritage	2	0	2
Other heritage	23	20	43
Chinese	3	2	5
Mixed			
Other mixed heritage	1	2	3
White and Asian	1	1	2
White and Black African	0	0	0
White and Black Caribbean	1	0	1
Any Other Ethnic Group			
White			
British heritage	0	1	1
Irish heritage	0	0	0
Traveller of Irish heritage	0	0	0
Gypsy/ Romany	0	0	0
Any other white background	17	15	32
Refused	35	20	55

Religion & Belief

Religion & Belief	Number	Religion & Belief	Number
Anglican (CofE)	0	No religion	3
Buddhist	0	Other Christian	12
Hindu	0	Other Religion	0
Jewish	0	Roman Catholic	0
Muslim	129	Refused	280

Gender reassignment & sexual orientation:

We do not collect this information on our pupils.

Additional Groups

Ofsted inspections 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				
	Boys	Girls	Total	% of school population
Number of pupils who speak English as an additional language	190	160	350	83%
Number of pupils who are at an early stage of English language acquisition	10	8	18	0.04%* - These pupils working with MM. More working in classes with support.
Pupils from low-income backgrounds				
Number of pupils eligible for Pupil Premium	92	95	187	44%
Number of pupils receiving the 16-19 Bursary (Post-16)	-	-	-	-
Looked After Children				
N/A				

**Ark Tindal Primary Academy
Equality Objectives**

Equality Objective	Baseline data - summer 2017	Progress - summer 2018	Progress - summer 2019	Progress - summer 2020	Progress - summer 2021
1. Ensure early identification of pupils with additional needs e.g. Inclusion Network Lead/ SENDCo to appropriate provision so that these pupils make good progress over time.	SEND 85% Non-SEND 91%	SEND 96% Non-SEND 91%	SEND 85% Non-SEND 75%		
2. To ensure that focussed teaching and early intervention leads to rapid progress for disadvantaged pupils so that attainment is broadly in-line with non-disadvantaged pupils.	NonPP 92% PP 89%	NonPP 91% PP 90%	Non PP 74% PP 83%		
3. To increase rates of progress for boys to reduce gaps in gender.	G 91% B 90%	G 88% B 95%	G 81% B 75%		