

EQUALITY ACT 2010 – DUTY TO PUBLISH INFORMATION AND OBJECTIVES

Turnham Academy

Introductory section:

Under the Equality Act 2010, we welcome our general duty to eliminate discrimination, to advance equality of opportunity and to foster good relations, and our specific duties to publish information about our Academy population; to explain how we have due regard for equality and to publish equality objectives which show how we plan to tackle particular inequalities and reduce or remove them.

In everything we do as an Academy, we take account of how we can get rid of discrimination, give pupils an equal chance, and encourage everyone to get along.] In order to do this effectively we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a school, but we will also analyse available data relating to the context of our local community, including hate crime data and demographic information. In relation to school provision we will pay particular attention to the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our pupil population in 2020 comprises:

No on roll:	% Ever 6 FSM	% SEN support	% SEN EHCP	% EAL	% Ethnic minority pupils	% School stability	%LAC	% boys	% girls
School data:	63.12%	21.63%	2.48%	43.97%	86.5%	24.77%	0%	58.87%	41.13%

Our Academy Equality statement:

At Turnham Academy, we are committed to ensuring equality of opportunity for all pupils, and equality of treatment for staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life.

We tackle discrimination through the positive promotion of equality and promoting the highest expectations of conduct and respectful behaviour.

At Turnham Academy, we insist that diversity be respected by all those who learn here, teach here, work here and visit.

Equality in Teaching and learning

We provide all our pupils with the opportunity to succeed and to reach the highest level of personal academic achievement.

Equality in Admissions and Exclusions

Our admissions arrangements are fair and transparent and do not discriminate on the grounds of race, gender, religion, belief, disability and/or socio- economic background.

Equal Opportunities for Staff

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. We are keen to ensure that the staffing of the school reflects the diversity of our community.

Here are some of the ways we do this

As a minimum, STEP Academies should publish information on pupil population broken down by ethnicity and gender, and about significant difference in attainment between girls and boys, and between pupils of different ethnic background.

	RWM			Reading			Writing			Maths			GPS		
	17-18	18-19	19-20	17-18	18-19	19-20	17-18	18-19	19-20	17-18	18-19	19-20	17-18	18-19	19-20
EAL pupils EXS	75%	77%	83%	90%	86%	94%	80%	86%	89%	95%	86%	83%	95%	86%	89%
Non-EAL pupils EXS	49%	72%	94%	78%	85%	97%	63%	78%	94%	78%	85%	97%	83%	85%	94%
EAL pupils GDS	10%	9%	22%	35%	23%	28%	10%	18%	22%	55%	50%	22%	55%	55%	44%
Non-EAL pupils GDS	5%	7%	25%	22%	15%	44%	5%	9%	28%	20%	22%	34%	22%	59%	56%

	RWM			Reading			Writing			Maths			GPS		
	17-18	18-19	19-20	17-18	18-19	19-20	17-18	18-19	19-20	17-18	18-19	19-20	17-18	18-19	19-20
Black African EXS	65%	84%	90%	91%	92%	95%	74%	92%	95%	96%	92%	90%	96%	96%	95%
Black African GDS	9%	8%	38%	30%	12%	48%	9%	16%	43%	30%	36%	43%	35%	73%	57%
Black Caribbean EXS	39%	59%	93%	72%	73%	93%	61%	73%	93%	67%	77%	100%	72%	60%	86%
Black Caribbean GDS	0%	5%	14%	22%	14%	29%	0%	5%	14%	17%	23%	21%	17%	45%	50%
White British EXS	29%	75%	67%	71%	88%	100%	29%	75%	67%	57%	88%	67%	71%	88%	100%
White British GDS	14%	0%	0%	29%	25%	0%	14%	0%	0%	14%	25%	0%	29%	63%	33%

KS2 Group outcomes

	RWM			Reading			Writing			Maths			GPS		
	17-18	18-19	19-20	17-18	18-19	19-20	17-18	18-19	19-20	17-18	18-19	19-20	17-18	18-19	19-20
Boys EXS	57%	67%	82%	86%	79%	93%	68%	73%	86%	82%	79%	86%	86%	85%	89%
Girls EXS	58%	80%	100%	79%	91%	100%	70%	89%	100%	85%	91%	100%	88%	86%	95%
Boys GDS	11%	6%	25%	32%	15%	36%	11%	9%	25%	36%	36%	36%	39%	64%	50%
Girls GDS	3%	9%	23%	21%	20%	41%	3%	14%	27%	27%	26%	23%	27%	51%	55%

	RWM			Reading			Writing			Maths			GPS		
	17-18	18-19	19-20	17-18	18-19	19-20	17-18	18-19	19-20	17-18	18-19	19-20	17-18	18-19	19-20
PPG children EXS	44%	74%	94%	82%	86%	94%	56%	82%	94%	82%	85%	100%	83%	86%	94%
Non-PPG children EXS	74%	50%	88%	81%	50%	97%	85%	50%	91%	85%	100%	88%	88%	50%	91%
PPG children GDS	3%	8%	12%	21%	18%	24%	3%	12%	12%	24%	30%	12%	25%	58%	59%
Non-PPG children GDS	11%	0%	30%	33%	0%	45%	11%	0%	33%	41%	50%	39%	35%	50%	48%

	RWM			Reading			Writing			Maths			GPS		
	17-18	18-19	19-20	17-18	18-19	19-20	17-18	18-19	19-20	17-18	18-19	19-20	17-18	18-19	19-20
SEND pupils EXS	33%	43%	100%	50%	57%	100%	67%	43%	100%	67%	86%	100%	83%	57%	100%
Non-SEND pupils EXS	63%	80%	89%	87%	92%	96%	70%	88%	91%	85%	88%	91%	89%	92%	91%
SEND pupils GDS	0%	0%	50%	0%	50%	50%	0%	0%	50%	0%	14%	15%	17%	57%	50%
Non-SEND pupils GDS	8%	8%	22%	30%	20%	37%	7%	14%	24%	35%	34%	28%	35%	59%	52%

Turnham Academy gathers information on the pupil population broken down by ethnicity and gender.

- The Academy gathers information about significant difference in attainment between girls and boys, and between pupils of different ethnic backgrounds.
- A senior member of staff (*Mazen Mukthar*) has special responsibility for equality matters.
- Pupil Premium funding is targeted to specific groups.
- There are clear procedures for dealing with prejudice-related bullying and incidents.

These are our objectives

- In KS1, to bring the progress of children with English as an additional language and children eligible for free school meals in line with the national average for these year groups.
- In Key Stage 2, to bring the progress of children with English as an additional language in line with the national average for these year groups.
- We will continue to celebrate our diverse community and consider ways to ensure our children experience different cultures and religions as well as breaking down gender stereotypes.

Richard Piggford – Head of School

September 2021