The Tarka Learning Partnership positively commits to promote equal opportunities, celebrating race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation.

**Objectives for 2021 to 2024:**

**1. Disabled staff**

a) To gather data on the staff workforce relating to their disabilities.

b) From this baseline information, promote employment opportunities for people with disabilities to increase the percentage of disabled employees employed by the Trust and to fulfil its commitment to being a Disability Confident Committed employer.

**2. Prejudice related incidents**

a) To establish effective mechanisms to gather data on prejudice related incidents across the Trust.

b) To ensure the mechanisms for reporting are known by all and effectively used.

c) Over a period of two years, reduce the number of prejudice related incidents through education and processes.

**3. Academic achievement**

At RCPA, we firmly believe in creating learning without limits​.

We have the highest expectations of all our children. We believe and expect that all pupils can make good progress and achieve to their highest potential, with the belief that all learners are of equal value. As such, our expectation is that all children will achieve equally high levels and will make equally good progress regardless of whether or not they are disabled, and regardless of their gender, ethnicity, culture, national origin or national status, their religious or non-religious affiliation or faith background and whatever their sexual orientation.

We work to raise standards for all pupils and believe that improving the quality of education for the most vulnerable groups of pupils raises standards across the whole school. We seek to close any gap in pupil achievement, so that the levels of achievement for those children with protected characteristics and / or those who are entitled to the Pupil Premium Grant are at least in line with all pupils, particularly in the core subjects of Maths and English.

We will monitor and analyse pupil achievement by race, gender and special educational need or disability, in addition to Pupil Premium Grant eligibility, and act in a timely manner on any trends or patterns in the data that require additional support for pupils.

*[As our school grows and statutory attainment data is collected, trends will be identified with regards to equality, and more specific targets relating to pupil achievement will be generated during the next 12 months.]*