Raynsford Church of England Academy – Equality Objectives Statement (2024–2028)

This document outlines our strategic objectives for promoting equality and tackling discrimination under the Public Sector Equality Duty (Equality Act 2010).

☑ Our Vision

At Raynsford, our Christian ethos promotes inclusivity, respect and compassion. We aim to ensure all members of our community can thrive and reach their full potential, irrespective of background, ability or identity.

🌍 Our Legal Duty

Under the Equality Act 2010, we are required to:

- Eliminate discrimination, harassment and victimisation.
- Advance equality of opportunity for people who share a protected characteristic and those who do not.
- Foster good relations across all characteristics.

⚖ Protected Characteristics

We pay due regard to:

- Disability
- Race and ethnicity
- Religion or belief
- Sex
- Sexual orientation
- Gender reassignment
- Pregnancy and maternity
- Age (employment-related)
- Marriage and civil partnership (employment-related)

📊 Equality Objectives (2024–2028)

1. Improve outcomes for disadvantaged and SEND pupils

Objective: Ensure pupils with SEND and those eligible for Pupil Premium achieve in line with their peers.

Actions:

- Use data to monitor gaps in attainment/progress
- Personalised support plans and EHCP reviews
- Effective use of Pupil Premium funding

Measures of Success:

- Diminished attainment gap

- Improved progress scores
- External validation (e.g. Ofsted, internal reviews)

2. Promote cultural inclusion and curriculum diversity

Objective: Ensure the curriculum reflects and values a diverse range of cultures and perspectives.

Actions:

- Audit and adapt curriculum content annually
- Embed Black History, World Faiths and global citizenship topics
- Celebrate diversity through events and collective worship

Measures of Success:

- Pupil voice reflects awareness and understanding
- High engagement in RE and PSHE
- Inclusion praised in external inspections

3. Advance gender equity in participation and leadership

Objective: Reduce gender gaps in areas such as sport, pupil voice and STEM.

Actions:

- Monitor gender uptake in extracurricular and leadership roles
- Targeted encouragement for underrepresented groups
- Promote inclusive sports and enrichment offers

Measures of Success:

- Balanced representation in clubs and School Council
- Increased female participation in sports and science activities
- Positive pupil feedback

🕮 Monitoring & Review

These objectives will be reviewed annually by the Senior Leadership Team and Governors, with updates published on our website.

Next Review: July 2026
Contact: office@raynsfordacademy.co.uk