Oreston Community Academy

Equality Objectives Plan
2026-28

At Oreston Community Academy, we are committed to our school values of **Kindness, Happiness, Resilience, Respect and Independence.**

We aim to develop a culture of inclusion and diversity - celebrating the ways in which we are each different, while highlighting the many ways in which we are all the same.

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as protected characteristics).

For schools, this means that it is unlawful to discriminate against individuals or treat them less favourably because of their sex; race; age; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity.

Under the Act, the school is expected to comply with the Public Sector Equality Duty (PSED). This requires us to:
• Eliminate discrimination and other conduct that is prohibited by the Act,
• Advance equality of opportunity between people who share a protected characteristic and people who do not share it,
• Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

As part of this, the school selects some objectives to achieve over a four-year period to show our commitment to the Equality Act 2010 and these objectives, which you may read about below, focus on areas where we wish to take action to improve equality and tackle discrimination.
This should be read alongside our Equality Information and Objectives Policy as well as our other related policies:
• Accessibility plan
• Charging and Remissions
• Health and Safety Policy
• Safeguarding Policy
• Special Educational Needs and Disability (SEND) Policy

Objective 1 – To continue to close attainment gaps for children in receipt of pupil premium and those with SEND.

Objective 2 – Ensure genuine inclusion of all children with regards to protective characteristics including those with SEND.

Objective 3 – To educate pupils in relation to their understanding of prejudice and inequality in all its forms.

Objective 4 – To embed the importance of good attendance within the culture of the whole. school community to secure equality of opportunity for pupil engagement, attainment and progress.

September 2026
Review: September 2028