Kensington Junior Academy
Equality Objectives
2026 -27

Equality

Kensington Junior Academy – Equality, Diversity & Inclusion

At Kensington Junior Academy, we believe every child deserves to feel valued, respected and supported. Our school community is proudly diverse, representing many cultures, languages and experiences. We work hard to ensure our school is a place where every pupil can thrive—academically, socially and emotionally.

Our Commitment to Equality

We are committed to meeting the requirements of the **Equality Act 2010**, which protects individuals from discrimination on the basis of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Our approach ensures we:
✓ Eliminate discrimination
✓ Advance equality of opportunity
✓ Foster good relations across our whole community

About Our School Community

Kensington Junior Academy is a vibrant and accepting community school. We have been fortunate enough to welcome an increase in pupils from diverse cultural backgrounds join us over the last three years. Our equality work is shaped by our pupils' needs and strengths:

- **80% are classed as White British.**
- **20.8% have Special Educational Needs or Disabilities (SEND)**
- **50.4% are disadvantaged / Pupil Premium**
- **We have been a community school for 140 years with many of the same families attending Kensington over the years.**

These characteristics help us shape an inclusive curriculum, responsive support systems and strong family partnerships.

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Our Equality Objectives

We set annual Equality Objectives to ensure meaningful and measurable improvement.

1. Improve attendance, engagement and belonging

We are strengthening support for pupils with high absence rates—especially disadvantaged, SEND and White British disadvantaged boys—where attendance is significantly below national.

2. Ensure our curriculum reflects our vision of creating globally aware, 21st century citizens

We are embedding representation across subjects and ensuring pupils learn about protected characteristics, British values and inclusivity—key priorities in our Academy Improvement Plan.

3. Strengthen support for pupils with SEND

We are continuing to improve adaptive teaching, communication with families, and monitoring of progress to support the 20.8% of our pupils who have SEND.

4. Build stronger partnerships with diverse cultures

We are creating strong links with multi-faith centres to support our understanding and acceptance of alternative faiths, beliefs and cultures as well as building links with International schools through the British Council.

5. Promote a safe, respectful school culture

We are reducing suspensions and behaviour inequalities through restorative approaches, improved lunchtime provision and enhanced SEMH support.

What We Are Doing to Promote Equality

Inclusive Curriculum

- Diverse texts and role models
- Representation across subjects
- Regular celebrations of culture and language
- Teaching about protected characteristics and British values

Support for Priority Groups

- Targeted interventions
- EAL starter pathways & pupil profiles
- Adaptive teaching for SEND pupils
- Attendance mentoring and pastoral support

Staff Training

- Inclusive teaching strategies
- Cultural competence

- Trauma-informed practice
- EAL and SEND pedagogy

Working With Families

- Multilingual communication
- Parent workshops and coffee mornings
- Parent forum and “You Said, We Did” feedback
- Community partnerships and local agencies

Monitoring & Review

We review our equality work:

- Termly with senior leaders
- Annually with governors
- Through data on attendance, behaviour and attainment
- Through pupil voice, parent surveys and community feedback

Related Documents

Special Educational Needs & Disabilities Information Report
Academy Improvement Plan