



The Ramsey Academy – Equality Statement September 2026 – September 2029



The Ramsey Academy, located in Halstead, Essex, is a secondary school serving the local community and providing education for students aged 11 to 16. As a truly comprehensive school, we are committed to supporting all students and families, regardless of background or circumstance. This includes those with special educational needs and disabilities (SEND), students for whom English is an additional language, looked after and previously looked after children, young carers, those who are disadvantaged in anyway, and individuals with protected characteristics, including gender identity and those who may be questioning their gender. As part of the Bridge Academy Trust (BAT), the school offers a broad and balanced curriculum with a strong focus on academic achievement, personal development and wellbeing. We pride ourselves on fostering an inclusive and supportive environment where every student is valued and encouraged to develop their talents, aspirations and character both inside and outside the classroom.

Vision Statement About Equality

At **The Ramsey Academy**, we believe that every member of our community should be treated with dignity, respect and fairness. We are committed to eliminating discrimination, advancing equality of opportunity and fostering positive relationships between all people, regardless of their background or protected characteristics.

Our vision is that all students:

- **Enjoy** attending school, feeling safe, respected, included and valued within our community.
- **Enrich** their lives through a broad curriculum and a wide range of opportunities that celebrate diversity and develop cultural understanding.
- **Achieve** their full potential academically, socially and personally, irrespective of background, need or circumstance through;
 - **Academically** - in terms of examination results & outcomes
 - **Personally** - through their respect for others and their environment
 - **Socially** - through their contribution to the life of the school and wider community

Through high expectations, inclusive practice and strong pastoral support, we aim to ensure that no student is disadvantaged and that every individual has equal opportunity to succeed – with our core RAM values at the heart of all we do to ensure equality.

- **Resilience**
- **Aspiration**
- **Mutual Respect**

Equality Objectives

Objective Group	Objectives	Milestone / Progress
Student Achievement and Inclusion	- Monitor and analyse attainment, progress and attendance data for key groups including disadvantaged students, SEND, EAL, boys, girls and other vulnerable learners. - Ensure timely interventions are implemented where gaps emerge. - Increase participation of disadvantaged and SEND students in extracurricular, leadership and enrichment opportunities.	- Termly reporting to SLT and Governors demonstrates that achievement gaps are reducing. - Attendance of vulnerable groups improves year-on-year. - Targeted intervention programmes are evaluated for impact. - Participation data demonstrates increasing representation across clubs, educational visits, sporting opportunities and student leadership roles.
Attendance and Wellbeing	- Promote positive attendance and reduce persistent absence among identified vulnerable groups. - Develop student wellbeing support through pastoral, safeguarding and mental health provision.	- Attendance data shows narrowing gaps between groups and whole-school averages. - Persistent absence figures decrease annually. - Student voice demonstrates that students know where to seek support and feel safe, respected and included within school.
Behaviour, Safety and Respect	- Continue to develop a culture where diversity is valued and discrimination is challenged effectively. - Promote understanding of protected characteristics, equality, diversity and British Values through the curriculum, assemblies, tutor programme and enrichment opportunities.	- All prejudice-related incidents are recorded, investigated and addressed swiftly. - Trends are monitored and reported termly to Governors. - Student surveys and learning reviews demonstrate increasing awareness, tolerance and respect for different backgrounds, beliefs and experiences.

Teaching and Learning	• Ensure all teaching is inclusive, adaptive, ambitious and responsive to the needs of all learners, particularly those with SEND and additional barriers. • Ensure curriculum content reflects and celebrates diversity while preparing students for life in modern Britain.	• Quality assurance activities demonstrate that adaptive teaching strategies are evident across the curriculum. • Student outcomes improve across identified groups. • Curriculum reviews demonstrate meaningful representation of diverse perspectives and experiences across subjects.
Leadership and Workforce Development	• Provide regular equality, safeguarding, SEND and inclusion training for all staff. • Monitor equality information and protected characteristic data to inform school improvement planning and decision making.	• Staff training records show 100% participation and evaluations demonstrate increased confidence in supporting diverse needs. • Equality information reviewed annually and shared with Governors. Actions and impact are reflected within development plans.
Community and Stakeholder Engagement	• Strengthen engagement with parents, carers and community groups to promote inclusion and understanding. • Ensure school communications and information remain accessible to all stakeholders.	• Parent surveys demonstrate positive perceptions of inclusion, belonging and communication. • Participation from diverse groups increases over time. • Information is available in accessible formats where required and reasonable adjustments are routinely implemented.

Monitoring and Review

The Headteacher, Senior Leadership Team and Local Governing Body will monitor progress against these objectives annually.

The school will:

- Review and update the equality information annually.
- Review equality objectives by September 2029 and implement new objectives where necessary.
- Analyse student achievement, attendance, behaviour, safeguarding and participation data to inform future priorities.
- Ensure compliance with the Equality Act 2010 and Public Sector Equality Duty.



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