# Annual equalities, diversity, and inclusion report 2025-26



**Easy read version**

achieving for children

# CONTENTS


1. INTRODUCTION 1

2. OUR COMMITMENT TO EQUALITY, DIVERSITY, AND INCLUSION 2

3. OUR WORKFORCE 3

4. OUR CHILDREN, YOUNG PEOPLE, AND FAMILIES 4

5. WHAT ELSE HAVE WE DONE FOR OUR CHILDREN, YOUNG PEOPLE, AND FAMILIES? 5

6. LOOKING AHEAD 6




# 1. INTRODUCTION

- This document is an easy read version of Achieving for Children's (AfC's) annual equalities, diversity, and inclusion report for 2025/26.
- Achieving for Children is a not-for-profit organisation serving Kingston, Richmond, and Windsor and Maidenhead.
- Our core goal is to support children, young people, and families to live safe, happy, healthy, and successful lives.
- We have 2,008 staff members. Over 1,400 of these staff work directly with children.
- This report shows how we follow government equality laws.
- Public Sector Equality Duty (PSED) means we must eliminate unfair treatment, promote equal opportunities, and foster good relationships across all community groups.
- We protect nine legal characteristics under the Equality Act 2010 (including age, disability, race, sex, and religion).
- We also include 'care-experienced' and 'socio-economic status' as two extra important areas across all our work.



# 2. OUR COMMITMENT TO EQUALITY, DIVERSITY, AND INCLUSION

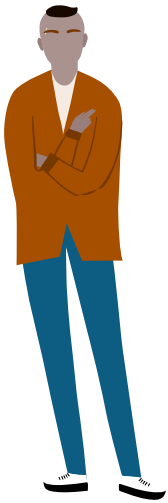
Our promise is: 'We will embrace diversity and champion inclusion.'

We focus on providing equal opportunities, tackling discrimination, and delivering high quality services.

We have set five main equality objectives through to 2027.

- **Objective 1 (Workforce):**
  Build strong ownership of equality, diversity, and inclusion across our organisation.
- **Objective 2 (Workforce):**
  Provide training and learning resources so staff can support diversity.
- **Objective 3 (Workforce):**
  Give all staff equal opportunities to grow and progress, especially underrepresented staff.
- **Objective 4 (Children and families):**
  Talk to our communities more and use information to help young people do well.
- **Objective 5 (Children and families):**
  Make sure people who grew up in care get the same fair treatment and protections as other groups.

Everyone at AfC is responsible for making our workplace and services welcoming and inclusive.



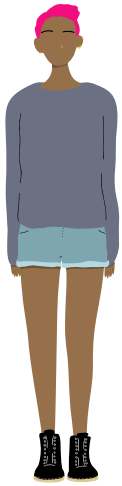
# 3. OUR WORKFORCE

## Key information about our workforce (as of 31 March 2026)

- **Age:** most employees (69%) are between 25 and 54 years old.
- **Disability:** 5.65% of employees reported a disability. We offer flexible working and adjustments to support staff.
- **Race and ethnicity:** 21.9% of staff come from different racial or ethnic backgrounds.
- **Sex:** 80.98% of our employees are female. Women make up 83% of our highest-paid senior roles.
- **Fair pay:** we check that men and women are paid fairly. We have many women working in our top jobs.
- **Religion:** 31.64% are Christian, and 55.64% have no religion or did not state one.
- **Sexual orientation:** 3.83% identify as gay, lesbian, bisexual, or other, an increase from 2% in 2024.

## Key workforce initiatives and achievements

- **Monthly EDI forums:** safe online spaces for staff to discuss inclusion, diversity, and wellbeing.
- **Training:** delivered 60 training courses and 619 e-learning modules.
- **Celebration events:** celebrated Black History Month, Race Equality Week, Ramadan, International Women's Day, and Neurodiversity Celebration Week.
- **Staff networks:** formed new groups like 'Men United' alongside existing support networks.



# 4. OUR CHILDREN, YOUNG PEOPLE, AND FAMILIES

**We support 127,148 children and young people aged 0 to 19 across our three boroughs**

**Kingston:** 41,442

**Richmond:** 47,738

**Windsor and Maidenhead:** 37,968

**School pupils:** 84,166 pupils attend local schools across the boroughs.

**Key facts about the children and families we support**

- **Social care and special educational needs and disabilities (SEND):** we track age, sex, ethnicity, special educational needs, and religion to provide support that is right for them.
- **Family hubs:** provide 'one-stop' support from pregnancy up to age 19 (or 25 for young people with SEND).
- **Inspection ratings:** Richmond Children's Services achieved an 'Outstanding' Ofsted rating in 2025. Windsor and Maidenhead received strong praise from Ofsted inspectors.
- **Supporting care leavers:** we offer baby packs for new parents, rent guarantor schemes, and direct apprenticeship pathways for care-experienced young people.



# 5. WHAT ELSE HAVE WE DONE FOR OUR CHILDREN, YOUNG PEOPLE, AND FAMILIES?

- **High educational standards:** Kingston and Richmond are in the top 20 performing local authorities, with Windsor and Maidenhead in the top 50.
- **Special educational needs and disabilities:** creating over 170 new specialist school places and expanding support for neurodiverse learners.
- **Holiday and food support (FUEL):** supported over 3,000 eligible children during school holidays with food and activities.
- **Safety and wellbeing:** promoted initiatives to tackle violence against women and girls, established early mental health support in schools, and supported refugee and asylum-seeking young people.
- **LGBTQIA+ support:** hosted weekly 'No Straight Answer' youth groups and the annual 'Out 'N' About' Pride celebration.



# 6. LOOKING AHEAD

In 2026/27, we will focus on four main goals:

- **Hiring staff fairly:** making hiring fair and accessible for everyone.
- **Meaningful celebrations:** ensuring cultural events lead to real learning and action.
- **Positive impact:** measuring how diversity initiatives help children and young people directly.
- **Making things fair:** checking our information to make sure all groups of people get the same good results from our services.

