CLF Equality, Diversity and Inclusion Statement

John Cabot Academy, part of the Cabot Learning Federation (CLF), recognises, and celebrates diversity, including that which exists within our pupil and staff populations and the communities we serve. We are committed to advancing equal opportunities for all and eliminating discrimination on any basis, including disability, ethnicity, sex, gender reassignment, age (except pupils), marriage and civil partnership, pregnancy and maternity, sexual orientation, and religion or belief (defined as Protected Characteristics) so that equality, diversity and inclusion (EDI) underpin all we do.

We recognise the following duties under the Equality Act 2010:-

- Eliminating discrimination, harassment, victimisation and other conduct that is prohibited by the Act;
- Advancing equality of opportunity between people who share a protected characteristic and people who do not share it ;
- Fostering good relations across characteristics - between people who share a protected characteristic and people who do not share it.

Regardless of the statutory responsibilities the CLF recognises the positive impact that a cohesive and inclusive EDI strategy can achieve. This includes but is not limited to

a) Ensuring that all students maximise their potential regardless of their background or characteristics.

b) Responding to the changing diversity of our students, communities or colleagues and the opportunities this presents.

c) Addressing under representation within the work place and in particular within leadership positions. Broad representation is key to ensuring that both pupils and staff have positive role models to provide inspiration and ambition.

d) Deliberately pursuing strategies to ensure fair and equal pay opportunities for different groups, including addressing the gender pay gap.

e) Harnessing the power and leverage of leadership within the Academy

f) Celebrating the opportunities created through EDI

At John Cabot Academy we recognise that supporting a diverse organisation is a continuous process where long term and sustainable plans are key. We recognise that attracting, advancing, developing, engaging and retaining a diversity of talent is important; alongside delivering equity of opportunity for our pupils whilst fostering an inclusive culture where differences are valued and enhanced. This is a continuous process where long term and sustainable plans are key.

John Cabot Academy holds a long and deep commitment to welcoming diversity, examples of which are demonstrated on a day-to-day basis throughout the Academy. The culture of

the John Cabot Academy has supported the aim to positively encourage EDI. Our specific diversity related achievements include:-

- Worked with students to re-name our four Zones to represent the diverse community within JCA: Banksy, Naz, Aardman, Rowling. Further, worked with the students to design zone murals that are now painted on the walls of our academy. These are a visual representation of the diversity within our academy and help all our students have a greater 'sense of self' and see themselves in our academy.
- A gender balance at senior leadership level. Giving staff who are considering promotion role models.
- A newsletter that celebrates the achievement of a diverse range of students within the academy. Parent feedback is very strong about this mode of communication.

The pursuit of the EDI agenda is a continuous process and our next objectives are:-

- Actively seek out opportunities to mentor/coach/provide CPD for staff who are showing leadership potential to ensure our leadership team is as representative of our community as possible.
- A member of the SLT is responsible for an area of the AIP called 'meeting need'. They will specifically focus on ensuring PP, BAME and SEND students achieve the best outcomes possible.
- Analyse our communications methods (newsletters, social media) to see who within our community is engaging. Then reach out to those currently not engaging.

Kate Willis
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