

Principal: Kate Willis

John Cabot Academy, Woodside Road,
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www.johncabotacademy.clf.uk



Empower yourself. Empower our community.



CLF Equality, Diversity and Inclusion Statement

John Cabot is an inclusive Academy which serves students of a variety of ethnicities, cultures, religions, needs and backgrounds, all which are reflective of the local community. We continue to work with students, staff and the local community to provide a learning and working environment where difference is embraced and limits the barriers that are faced by people with protected characteristics. We strive to maintain a culture where **all** students and staff feel psychologically safe and experience a strong sense of belonging whilst at school.

At JCA we:

- Respect, acknowledge and celebrate different cultures, belief systems, identities and needs.
- Empower *all* students to thrive academically and emotionally at our Academy
- Provide psychologically safe environments, where students and staff feel comfortable to be and express themselves
- Challenge and report discriminatory behaviour or language used

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 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.

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. 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.



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Our work during 2023-24:

JCA began working in pursuit of the South Gloucestershire Equality Mark to formally recognize our EDI work. Direct work and training were performed to address three key areas; microaggression and the inappropriate racial language (n-word), promoting & instilling a value system, and a review of employment practices to improve representations and retention.

We also held several events across the year to celebrate and represent the diversity at JCA. 'Wear Red Day', an initiative driven by 'Show Racism the Red Card' took place to raise awareness about racism. Students and staff attended school in red clothing to represent and support our stance on racism and discrimination. Culture day was another successful initiative that took place. Students and staff attended school in clothing to represent their backgrounds, beliefs and what represents meaning to them. Several events took place during the day for students to engage in. Pride day was another event run to celebrate and acknowledge LGBTQ+ at JCA.

Our student Equalities Council, led by Charlotte Grierson, has also made positive strides in students contributing to EDI across the academy. They met regularly during the year, whilst also presenting to SLT their proposals to support EDI at JCA. Their input also includes creating tutor time resources, helping the running of Culture Day and assemblies for Black History Month and Windrush Day.

A family support worker was recruited this year to strengthen our relationship with the communities we serve.

2024-25 objectives

Our EDI strategy is being led by Nathan Richardson (Assistant Principal). Our EDI objectives for this year are broken down into three strands:

Data & Processes – ensuring our processes best support our students, especially post-incident

- Reviewing current academic, behaviour and safeguarding data
- Gathering stakeholder voice (and responding to this)

Empowering students & wider community

- Proactive and educational approaches to learning, understanding and celebrating characteristics that make up our student and staff cohort
- Review of systems to ensure students feel best supported when discriminatory incidents take place

Empowering staff

- CPD to support regular reflection on how we best support and be allies for all students
- Direct work with Representation Matters & Show Racism the Red Card
- The aim for the EDI lead is to formulate a 3-year EDI strategy by the end of this academic year.



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How will this be achieved?

- Bi-termly CPD for all staff – Training run by external facilitators
- Events which celebrate diversity and inclusion at JCA. Culture Week, Wear Red Day, Pride Day.
- Data and processes - EDI lead, Safeguarding and pastoral team
- Empowering students through a tutor time and pastoral curriculum for EDI
- Student Equalities Council – Student voice and action on how we empower students



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