

April 2022

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, gender, gender identity, age, 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 workplace 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.

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:

1. **We actively sought 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.**

Principal: Kate Willis



- Recruitment enabled us to appoint a strong, permanent senior leadership team which has a good gender balance. At middle leadership level, there is a strong and stable team which likewise has a good gender balance. A number of staff are at the initial stages of their leadership careers have been mentored to achieve their first CTL posts (maths, English, humanities).
- 2. A member of the SLT is now responsible for an area of the AIP called 'disadvantage'. They specifically focus on ensuring PP, BAME and SEND students achieve the best outcomes possible.**
 - The gaps for all of these vulnerable groups narrowed in the summer 2020 results.
 - 3. We analysed our communications methods (newsletters, social media) to see who within our community is engaging then reach out to those not currently engaging.**
 - Parent voice about our modes of communication is strong, showing the impact of the developments of our Communications Policy.

In 2021-22 we established a group of 'Champions'; individual members of staff who lead on a whole-school theme, with the support of SLT. Each Champion establishes their own rationale and goal, and then writes their own development plan, which sets out the actions they will take in the pursuit of that goal. We currently have:

An LGBTQ+ champion

A racial equality champion

A mental health and wellbeing champion

Our racial equality champion has delivered training for all staff on anti-racism, supported Culture Days and Integrate's work with our students, and helped shape our uniform policy to better reflect our student body's cultural make up. She has challenged SLT to undertake anti-racism training and provided the staff body with lots of reference points and food for thought, to challenge thinking and change perceptions.

The pursuit of the EDI agenda is a continuous process and our next objectives (as of spring 2022) are:

1. Work with the CLF to recruit in the longer term a workforce which represents the racial diversity of our student body
2. Establish a gender equality champion (September 2022: Celia Corrigan)
3. Implement an EAL strategy, which specifically supports our EAL students, recognizing their often-diverse backgrounds and racial identities.

Kate Willis
Principal

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