



**Cabot**  
Learning  
Federation

EDI Statement  
Broadoak  
Academy

**History of most recent statement changes**

Date	Page	Change	Origin of Change e.g. TU request, Change in legislation
Oct 23		Format and annual review	Change of format to CLF and update to EDI priorities
Oct 24	<b>4</b>		Update to reflect previous year's work and current practice

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## 1 Introduction

Broadoak Academy, part of the Cabot Learning Federation (CLF), recognises and celebrates diversity within our student 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.

## 2 Commitment to Equalities Act

2.1 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:

- Ensuring that all students maximise their potential regardless of their background or characteristics.
- Responding to the changing diversity of our students, communities or colleagues and the opportunities this presents.
- 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.
- Deliberately pursuing strategies to ensure fair and equal pay opportunities for different groups, including addressing the gender pay gap.
- Harnessing the power and leverage of leadership within the Academy.
- Celebrating the opportunities created through EDI.

## 3 EDI work and success at our Academy

Broadoak Academy's deep commitment to being inclusive in all facets of academy life has meant that a breadth and depth of work has been done to confirm the community and

belonging of the staff and students within the setting. In the past 12 months alone, we have committed to and conducted the following:

- Embedding a formal calendar of EDI events that take place across the year for staff and student awareness and participation.
  - Embedding a formal calendar of assemblies and tutor-time session to work in conjunction with the BA EDI Calendar to ensure continuity throughout the curriculum offer at Broadoak Academy
  - Developing a suite of resources for Black History Month, LGBT History Month, Men's Mental Health Awareness among others to assist our student's in becoming well-rounded, conscientious global citizens.
  - Celebrating our local community's culture through a week-long festival in the summer with participation of over 50 local groups within Weston and greater North Somerset.
  - Creating an annual series of House celebration evenings to celebrate the contributions of our student body towards our school community.
  - Engaging with external agencies such as Integrate UK, Avon and Somerset Constabulary, Safer North Somerset, Off The Record to provide deeply enriching workshops around key societal issues to safeguard all students
  - Engaging with External speakers such as Tom Leimdorfer and Lewis Wedlock to enhance underrepresented voices within our community.
  - Attending local events ran by key groups within our community to embed a sense of belonging for all students.
  - Participating in important charity-based events that support under-represented groups to enhance our unity as an academy and allow often marginalised voices to be heard and for those students to feel seen.
  - Conducting a large-scale Pride Party and suite of events to celebrate contributions of the LGBT+ community to society further raising the profile of previously marginalised groups
- 4 Entrenching our student led group E.N.T.E.R (which stands for Educate Now to End Racism) as a community resource and allowing them to facilitate sessions for younger students through

an outreach programme for our local Primaries. E.N.T.E.R also won an award for their work in the local area in the North Somerset Youth Awards 2023.

## **5 Objective/Actions for 2024-25**

### **5.1 Disadvantage and SEND Outcomes**

To ensure the improved academic attainment of students with SEND with appropriate monitoring and support.

### **5.2 Curriculum**

Our curriculum will be developed through the lens of EDI with a full understanding and awareness and of how EDI will underpin subject teaching and wider contexts. This will seek to effect curriculum opportunities, within and beyond the BA community.

### **5.3 Professional Development**

To ensure that staff are well-informed regarding key issues facing all students and can address issues with confidence and assuredness to support the betterment of our community.

Staff can address their own biases in relation to societal issues that face people that share protected characteristics as outlined by the Equality Act 2010.

### **5.4 Extra-curricular activities**

ALL Students will be provided appropriate opportunities to develop their wider SMRC education through the extra-curricular program and wider opportunities.

### **How will this be achieved and by who?**

This will be achieved through the enactment of our AIP which holds EDI within each priority. Our priorities as an academy as outlined in the AIP include the following 3 strands:

- **Teaching** -meeting need and improving attainment – increasing expertise
- **Inclusion** – meeting need and raising expectations.
- **Professional excellence** - highly effective performance

**These strands underpin the wider CLF strategy of Equity through Education and are enacted and lead by our APs and AAPs.**

## **6 Closing Statement**

At Broadoak 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 students whilst fostering an inclusive culture where differences are valued and enhanced.

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

**We provide clear Governance and Leadership in EDI**

- There is an EDI link/s on the Academy Council and SLT, and they have
- appropriate training around EDI.
- The EDI link in SLT reports back to the Academy Council periodically during the school year.
- The EDI links ensure that issues are addressed swiftly and appropriately where necessary.
- Our EDI SLT link shares practice trust-wide
- Training is provided for all staff around key priorities for EDI
- The EDI link in SLT provides a yearly plan of events around EDI and ensures staff and students are aware of these events.

**We advance the quality of curriculum opportunities for all.**

- we have raised awareness of the protected characteristics within and beyond the school
- community through the curriculum and through our pastoral provision. This includes, PSHE lessons, tutor-time sessions throughout KS3, and assemblies for all houses across the year.
- Considerations for curriculum trips are always taken to safeguard all students' ability to attend/engage. We reflect on whether trips cut across religious holidays, whether the venues and spaces are accessible to all, as an example.

**We foster good relationships.**

- Broadoak Academy actively fosters good relations between those who share a protected characteristic and those who do not share it by:
- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, students will be introduced to literature from a range of cultures.
- Holding assemblies dealing with relevant issues. Students will be encouraged to take a lead in such assemblies, and we will also invite external speakers to contribute.
- Working with our local community.
- Broadoak Academy has House Parliament representatives from different year groups and is made up of students from a range of backgrounds.
- All students are encouraged to participate in the school's activities, such as extra-curricular clubs and trips. This is tracked and monitored with intervention carried out if necessary to safeguard participation.