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Equality, Diversity and Inclusion Statement

Broadoak Academy, part of the Cabot Learning Federation (CLF), recognises, and celebrates diversity, including that which exists 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.

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 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 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.



Working in partnership with



Rolls-Royce

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Company registration no: 06207590.

*Maximising students'
abilities, ambitions
and academic potential*

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:

1. We improved the outcomes for SEND students through developing quality first teaching strategies within the classroom.

- A new SENCO is now in the post
- We reassigned roles/responsibilities within SST
- We held parental meetings with SEND students
- We updated student passports for SEND students
- ACE informed training was delivered
- Training in tiered approach to scaffolding up in the classroom delivered
- Significant input from external advisor on supporting specific SEN cases
- Significant liaison with North Somerset SEND team resulting in increase in top up funding, agreed EHCPS and strong stakeholder relationships re-established

2. We extend the curriculum opportunities to engage with schools within the region, notably Bristol, to engage students with other young people of similar age but different backgrounds to develop a more detailed understanding of diversity within the UK.

- Refined aim is to grow and develop EDI aware young citizens and expose our young people to opportunities to enhance their awareness of what it means to live in a diverse society and a culturally diverse Britain.
- The BA parliament and CLF parliament have been positive developments in this area.

3. We increased attendance for our SEND students.

- SEND students Attendance is 95.68% for EHCP students at BA against a national figure of 91.8%; 93.16% for SEN support against a national figure of 92%.

4. We tackled over representation of SEND students being referred under the Ready to Learn behaviour system.

- Recalibrated RTL system to ensure SEND students are not overrepresented in behaviour systems.
- The Ready to Learn system is now established

The pursuit of the EDI agenda is a continuous process and our objectives in 2020-21 are: -

- 1. Gender/sexual orientation/gender reassignment** - To be conscious of the use of language that has an unconscious bias, especially around careers, gender stereotypes and homophobia.
- 2. Disability** - Increase academic outcomes and attendance for SEND students.
- 3. Prejudice** - To increase staff awareness on the impact of disadvantage and how to respond effectively.
- 4. Equality** - To raise awareness of the protected characteristics within and beyond the school community through the curriculum.
- 5. Governance/Leadership** - There is a EDI link/s on the Academy Council and SLT and they have appropriate training around EDI.

Kathleen McGillycuddy
Principal