



## **CLF Equality, Diversity and Inclusion Statement**

At Summerhill 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 and support. We are committed to advancing equal opportunities for all and eliminating discrimination and bias on any basis, including disability, ethnicity, gender, gender identity, age (except pupils), marriage and civil partnership, pregnancy and maternity, sexual orientation, and religion or belief (defined as Protected Characteristics under the Equality Act 2010) so that equality, diversity and inclusion (EDI) underpin all we do.

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

- Eliminating discrimination, harassment, victimisation and other conduct that is prohibited by the Act for pupils, colleagues and the community the school serves;
- Advancing equal opportunities between people who share a protected characteristic and people who do not share it;
- Fostering good relations across characteristics including promoting learning, acceptance and equality 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 including protected characteristics.
- b) Monitoring and responding to the changing diversity of our students, communities or colleagues and the opportunities and risks 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 but not limited to addressing the gender pay gap.
- e) Harnessing the power and leverage of leadership and diversity within the Academy.
- f) Challenging behaviour that does align with the act including unconscious bias.
- g) Celebrating and promoting the opportunities created through EDI.

At Summerhill 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 that are measured on a systematic basis.

Summerhill 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 Summerhill Academy has supported the aim to positively encourage EDI.

Our specific diversity related achievements and activities include:

- Opportunities within the curriculum to learn about cultural and religious customs and festivals, including local trips and speakers.
- Pupils are given equal opportunities and are actively encouraged to have a strong voice and are given the opportunity to be agents of change across the academy.
- Communication with families to celebrate learning is accessible to all families and includes video and translation software.
- There is an EDI link on the Academy Council.
- The academy takes into account EDI in results monitoring and assessments.
- The curriculum teaches children through key concepts within local and global contexts and for example, as geographers or as people who are religiously conscious, or as historians, and this will ensure they have had regular opportunities to begin understand their diverse world.

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

- The Academy council have appropriate training around EDI
- Use the Pupil councillors and an EDI Action Team to support others to further understand the EDI agenda in an age appropriate way across the academy
- EDI Action Team to develop policy and practice across the academy including ongoing monitoring.
- Ensure there are clear links in all aspects of the curriculum and assemblies using 'No Outsiders' resources

Kate Richardson  
Executive Principal – Summerhill Academy  
January 2021