



September 2025

Diversity, Equality, Inclusion and Belonging (DEIB) Statement

Bristol Brunel Academy, part of the Cabot Learning Federation (CLF), recognises, and celebrates diversity, in particular that which exists within our student and staff population and the community that we serve. We are committed to advancing equal opportunities for all and eliminating discrimination on any basis, including disability, ethnicity, sex, gender reassignment, 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

Our specific diversity related achievements in 2024 - 2025 include:

- 1. Ensured that all students maximised their potential regardless of their background or characteristics**
 - We have inclusive student groups including Neurodiversity, Culture Club LGBTQ+ and Eco Club.
 - We have delivered student training on the Protected Characteristics and offensive language that we hear around the Academy. Students were educated on the historical context of this language and why it is unacceptable to use.
 - EDI champions shared the success stories from their subject areas; changes to their mid-term plans and examples of work that students have produced, based on their updated plans.

2. Responded to the changing diversity of our students, communities or colleagues and the opportunities this presents

- We have inclusive student groups including Neurodiversity, Culture Club and LGBTQ+.
- We are a **Halo Code school**, and welcome afro-textured hair worn in all styles, this is built into our uniform policy.
- We are working towards the Anti-Racist Award; this award aims to improve race equality within schools.
- We have developed our curriculum responding to the needs of our community, this involves the decolonisation of our curriculum.
- We have considered our curriculum from different viewpoints, encompassing positive representation from underrepresented groups within our community. For example, names provided in Math's problems, to photos used when dual coding.
- We ensure that staff have regular training and opportunities to focus on Diversity, Equality, Inclusion and Belonging.
- We use students' preferred names and pronouns if requested.
- The Culture and Ethos team have delivered staff training around how we challenge discriminatory language used in school.
- Each Year Group has received a bespoke assembly around Protected Characteristics and BBA's expectations around this.

3. Addressed under representation within the workplace and within leadership positions. Broad representation is key to ensuring that both students and staff have positive role models to provide inspiration and ambition

- In 2024-25, numbers of Global majority staff increased in our Teaching Team, Learning Support Assistant roles and Pastoral roles.

4. Harnessed the power and leverage of leadership within the Academy

- The structure of our Leadership team has been through several changes which has created better succession planning and opportunities for specific groups of staff. The academy council has become more representative of our community and continues to become more impactful.



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5. Celebrated the opportunities created through DEIB

- DEIB literacy has been shared across all levels of the Academy, and is discussed termly within SLT, Subject and Pastoral Teams.
- The academy has celebrated religious festivals for a range of religions through assemblies and activities. Last year we introduced a Diwali celebration for the first time.
- We are a diverse academy with students from over 80 different countries and have flags that represent this.
- We have a responsive PSHE programme and an informative curriculum using pop-ups in lessons to support student understanding.
- Our tutor reading scheme has been updated and in response to student and staff feedback, offers students the opportunity to read texts that represent our cohort.
- We are a gold award school for Anti-bullying and have regular training that has been delivered to both staff and students.
- Colleagues have the option to wear a pronoun badge and wear a rainbow lanyard to show their support for all members of our community.

At Bristol Brunel 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. This is a continuous process where long term and sustainable plans are key. Bristol Brunel 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 Bristol Brunel Academy supports the aim to positively encourage and support DEIB.

The pursuit of the DEIB agenda is a continuous process. Our 2025 objectives are:

1. Enable the Academy to grow and thrive through the diversity and inclusivity of our workforce. Utilise the expertise of our staff to deliver training and share knowledge.
2. Develop and ensure excellence and ambition in staff training on the enactment and delivery of embedded DEIB. Utilise the CLF DEIB led to support with the planning and where necessary delivery of staff CPD. BBA Way sessions 3 and 4 have been allocated to DEIB.
3. Demonstrable belonging and Equity for all our students and staff. This will be evident through our curriculum, extended curriculum (Pop ups, assembly, PSHE) and our Academy's environment.
4. Explicit teaching and understanding of DEIB so that it is fully embedded into the curriculum. Excellence in DEIB is promoted in our wider curriculum e.g. Pop Ups,



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assemblies, enrichment, Spiritual, Moral, Social and Cultural development (SMSC) and British Values.

5. All our community to visibly contribute to the values of the Academy and its wider impact. This will be evident in the contributions that students make to our inclusion groups and the feedback that they provide through student voice surveys. Staff will be able to share their thoughts at CPD events and through staff surveys.

Jen Cusack
Principal | BBA



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