

February 2023

Equality, Diversity and Inclusion Statement

Bristol Brunel 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

Our specific diversity related achievements in 2022 - 2023 include:

1. Ensured that all students maximised their potential regardless of their background or characteristics

- We have inclusive student groups including Gender Equality, Neurodiversity, Culture Club and LGBTQ+ and Social action group.
- We formed an EDI staff working group.

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

- We have inclusive student groups including Gender Equality, 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 whole community, this involves the decolonisation of our curriculum.
- We have considered our curriculum from different viewpoints, encompassing different role models from across the curriculum.
- We ensure that staff have regular training and opportunities to focus on Equality, Diversity, and Inclusion.
- We use students preferred name and pronouns if requested.

3. Addressed 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

- An EDI staff working group was created.
- Numbers of BAME staff have increased in the Senior Leadership Team (SLT), Learning Support Assistant roles and Pastoral roles in 2022-23. Recent appointments at SLT have achieved a representative gender balance of SLT.

4. Deliberately pursued strategies to ensure fair and equal pay opportunities for different groups, including addressing the gender pay gap

- Recent appointments at SLT have achieved a representative gender balance of SLT. Agreement for some job share Teaching and Learning Responsibility (TLR) roles in roles where it is right for the role (e.g., PSHE co-ordinator).

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

- Leadership team has been through a number of changes to the structure 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.

6. Celebrated the opportunities created through EDI

- We have formed a Racial literacy group.
- The academy has celebrated religious festivals for a range of religions through assemblies and activities.
- 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.
- Our tutor reading scheme 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.

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 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.

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 has supported the aim to positively encourage EDI.

The pursuit of the EDI agenda is a continuous process and our next objectives in 2022-23 are:

1. Enable the Academy to grow and thrive through the diversity and inclusivity of our workforce.
2. Excellence and ambition in staff training on the enactment and delivery of embedded EDI.
3. Demonstrable equality in experience for all of our students and staff.
4. Explicit teaching and understanding of EDI is embedded in to the curriculum. Excellence in EDI is promoted in our wider curriculum e.g. enrichment, Spiritual, Moral, Social and Cultural development (SMSC) and British Values.
5. All of our community to visibly contribute to the values of the Academy and its wider impact.

Jon Jones
Principal