

CAB: EDI Statement 2025 - 26

Introduction

City Academy Bristol, 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.

Commitment to Equalities Act

We recognise the following duties under the Equality Act 2010:

- Eliminating discrimination, harassment, victimisation and other conduct 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.

EDI work and success at your Academy

Throughout the academic year 2025-26, We have worked to:

- Gain a UK Feminista Bronze Award for our commitment to tackling misogynistic behaviour in the academy. This work included PSHE lessons for Year 7 – 10 on healthy relationships.
- Carried on work on the CRED Anti-Racist Schools Award. This has included a whole school curriculum review to see how protected characteristics are represented in all curriculum areas.
- Increase staff confidence in challenging identity-based bullying through whole school CPD (Active By Stander Training)
- Increase staff protected characteristic literacy by starting CAB EqualiTEAs – an opportunity for staff to meet termly and discuss identity-based media, such as films, series, podcasts
- EDI and Belonging Coordinator held educational conversations following patterns of identity-based incidents. This has seen a decrease in racist incidents.
- Diversify our recruitment processes by maintaining our link with the University of Gloucestershire, inviting their entire Secondary PGCE cohort in for EDI training and to experience a day in a diverse school

Objective/Actions for 2025-26

- Develop school curriculum to positively represent more protected characteristics
- Carry on with CRED Anti-Racist School Award
- Raise amount of LGBTQ+ inclusion across the academy

CAB: EDI Statement 2025 - 26

How will this be achieved and by who?

We are working alongside Leeds Beckett University CRED (Rahul Patel)
Start using the resources/presenters from Just Like Us (Gemma Jacobs and Rahul Patel)

Closing Statement

We want and need to cultivate a sense of belonging for students and their families, building relationships and creating opportunities so that all students can believe that they will and then go onto achieve success, regardless of their background.

CAB is a child centred Academy that asks what does the child need now? The first need is to belong and be safe at CAB.

We are a School of Sanctuary that fosters a culture of welcome and safety for families seeking sanctuary including asylum seekers and refugees.