



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

City 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. 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 City 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.

City 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 City Academy has supported the aim to positively encourage EDI. Our specific diversity related achievements include:-

- Challenging the lack of diversity in the teaching workforce

Since the first airing of the Bristol Inside Out West programme in September 2018 re the lack of Black teachers in Bristol, this programme and agenda has generated considerable media interest.

Aisha Thomas, Assistant Principal for Inclusion at City Academy has become a spokesperson for this agenda at local, regional and national level.

The programme is now a permanent feature on the BBC You Tube page and had received celebrity retweet from Sir Lenny Henry, Floella Benjamin and Maya Jama.

This has led to a commitment from the Cabot Learning Federation to prioritise the need to support the Recruitment and Retention of BAME teachers.

This platform has raised the profile of City Academy and the Cabot Learning Federation and provided the staff and students at City Academy with some amazing opportunities.

- Improvement of Black History in curriculum

City Academy took part in the Bristol Old Vic 'Year of Change' - 'City Conversations'.

We hosted the first event which was a fantastic event for City Academy, Cabot Learning Federation and the local community.

City Conversation made 5 pledges, two of which Aisha Thomas (Assistant Principal) was asked to support. City Academy and Cabot Learning Federation agreed to support these.

Pledge 1: #Bristol One Curriculum

Pledge 3: #Representation in employment

Students at CAB have since created films for Bristol Old Vic, been invited to attend shows and participate in after-school competitions.

City Academy have also agreed to participate in a three school pilot via PSHE. The aim of which is to demonstrate how schools can begin to support the work around empowering students with greater knowledge re BAME history and the building of resources that support decolonisation of the curriculum.

- Events, trips and activity specifically focused on Equality Diversity Inclusion (Race, Ethnicity and Religion).

Students have been involved in the following amazing projects this year (2018/19):

- Fearless Project – In partnership with Integrate UK and Merchants Academy – Tackling racism across the city
- Bristol University -Professor Steven Eichhorn, Chair in Materials Science and Engineering and Diversity lead for the faculty -getting more BAME boys pupils into engineering.
- University West of England –Dr Udonna Okeke, Lecture in Engineering and Diversity lead for the faculty -getting more BAME females pupils into engineering.
- HPV filming with the BBC London (October 2018) - Shanae Denis BBC News filmed a short film which explores the uptake of the HPV vaccination within black and Asian communities
- Romani Project with LPW (activity happening both in school and during evening sessions at ECC and Felix Road
- BAME student and Police round table discussion
- Trip to Watershed to watch 'Dear White People'
- Barbershop Chronicles theatre production – Bristol Old Vic
- Custody Play – Malcolm X Centre
- Chineke BAME Orchestra – Malcom X Centre
- Launch of a LGBTQ+ Lunchtime club
- Awards and nominations

2019 Sharpshotz Winners #redtalks - Raising awareness re period poverty.

Nomination - UWE Diversity Awards -Aisha Thomas, Assistant Principal at City Academy Bristol, for her nomination in the Positive Role Model Award: Race/Ethnicity

Nomination - Race/Ethnicity, and to the whole staff team for the Cabot Learning Federation nomination in the Diversity in Education category

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

Ethnic Diversity Inclusion- Increase the number of BAME staff recruited into teaching and support roles at CAB. This forms part of the wider CLF commitment to increase BAME Recruitment and Retention in their schools.

Disability- Increase academic outcomes and attendance for SEND students.

LGBTQ- through the PSHE curriculum, raise the profile of this group and ensure that issues relating to intersectionality are addressed.

Prejudice- Develop a robust system that will ensure that prejudicial incidents are dealt with. Ensuring there is support for the victims and education for the perpetrator.

Romani Gypsy Traveller Communities- Develop a support program to support GRT students both with academic attainment and attendance.

Jon Angell  
Principal – City Academy