EQUALITIES, DIVERSITY & INCLUSION



STATEMENT

INTRODUCTION

- Frome Vale 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, gender, gender identity, 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 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 workplace and, in particular within leadership positions. Broad representationis key to ensuring that both pupils and staff have positive role models to provide inspiration and ambition.
- d) deliberately pursing strategies to ensure fair and equal pay opportunities for different groups, including addressing thegender pay gap.
- e) harnessing the power and leverage of leadership within the academy
- f) celebrating the opportunities created through EDI

EDI WORK AND SUCCESS AT FVA

To date, the academy has been successful in the following areas:

- 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 has ensured our children (aged 4- 11) have had regular opportunities to begin understand their diverse world
- The pupil voice groups represent the diversity within the school
- There is an EDI link on the academy council and the academy council have appropriate training around EDI
- There is a distinct EDI group who meet once a term, have a clear action plan and deliver assemblies
- Ensure there are clear links in all aspects of the curriculum using 'no outsiders' resources
- Developed a culture of belonging through Frome Vale Citizen
- The school has a focused EDI learning afternoon once a term
- The school is using research to support the auditing of our library to ensure that we are aware of misrepresentation
- The range of text available to the children is representative of our diverse culture.

OBJECTIVES FOR 2025/ 2026

1. **Community engagement**: Involve parents and the wider community in EDI initiatives such as hosting cultural events, creating parent advisory councils, and conducting regular community feedback sessions
2. **Professional development:** Develop our staff's understanding of ingrained bias in emerging technologies in AI.
3. **Student Voice**: Ensure there is equality of opportunity for FVA Citizens to be represented in the FVA jobs and pupil voice groups.

HOW WILL OBJECTIVES BE ACHIEVED?

At Frome Vale Academy we are committed to building a diverse, equitable and truly inclusive academy.

We will proactively be addressing these to the best of our abilities, whether this be in respect of recruitment, the curriculum or culture through:

- Scaffolded approaches to support FVA Citizens to apply for jobs/ pupil voice groups
- Appropriate training, development and experiences of all parties involved.
- Develop EDI strategy with Bristol Charities to develop community involvement.

At Frome Vale 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, staff and families whilst fostering an inclusive culture where differences are valued and enhanced. This is a continuous process where long term and sustainable plans are key.

Frome Vale Academy holds a long and deep commitment to welcoming diversity, examples of which are embedded within our culture and demonstrated on a day-to-day basis throughout the Academy.