

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, 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 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 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.

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

- Opportunities are within the curriculum to learn about cultural and religious customs and festivals, including local trips and guest speakers.
- Pupils, regardless of their ethnicity, achieve in line or above their peers by the end of Key Stage 2 in English and Maths.
- In 2018, reading and writing attainment of the expected standard was at or above national for the disadvantaged group.

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

- 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 3- 8) have had regular opportunities to begin understand their diverse world
- The pupil voice groups represent the diversity within the school
- There is a EDI link on the Academy Council and the Academy council have appropriate training around EDI
- Create a pupil vision for EDI
- Ensure there are clear links in all aspects of the curriculum using ‘No Outsiders’ resources

Janet Saunders

Principal Frome Vale Academy