BRISTOL METROPOLITAN ACADEMY

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Principal Mr C Shaw

HIGH STANDARDS, HIGH ASPIRATIONS, HIGH EXPECTATIONS

Equality, Diversity and Inclusion Statement

Bristol Metropolitan 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. 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 pursing 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 Bristol Metropolitan 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.

Cabot Learning Federation

Chief Executive Officer
Mr S Taylor

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

- Each member of SLT has a specific equality objective named in their roles and responsibilities (gender, equality, LGBTQ, disadvantaged, looked after).

- LGBTQ working group of staff and students

- 'Create Against Hate' working group of students

- Safety Days 3 times per year with foci on EDI areas included

- British Value and SMSC planned and tracked through the curriculum and PSHE

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

- Addressing the opportunity of staff representation to provide role models to children

- To raise the attendance of pupils who English is not their first language and our most vulnerable learners, particularly those from financial disadvantage

- To raise the attainment of pupils who are financially disadvantaged (pupil premium)

- Explore further opportunities for inclusion group too complement the LGBTQ working group

- Analyse our communications methods (newsletters, social media) to see who within our community is engaging and then reach out to those currently not engaging

Cameron Shaw
Principal
Bristol Metropolitan Academy

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