



Cabot
Learning
Federation

Equality, Diversity and Inclusion Statement

September 2023

Equality, Diversity and Inclusion Statement

Hans Price 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.

EDI work and success at your Academy

Throughout the academic year 2022-23, We have worked to:

- Ensure that all students maximise their potential regardless of background or characteristics through a focus on data that demonstrates that underperformance is not related to ethnicity.
- Respond to the changing diversity of our students, communities or colleagues and the opportunities this presents to broaden students understanding of the wider world and differing perspectives.
- Address under representation within the workplace 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. For example 6/11 of the leadership team are female.
- Explore opportunities to enhance the work of the LGBTQ+ group within the school. Students would congregate in the LRC daily which led to formalizing of the group.

Personal and school awards have been received for contribution to LGBTQ+ awareness.

- Celebrate the opportunities created through EDI most recently through art installations following whole-school assembly and lesson foci around remembrance day and Divali

Objective/Actions for 2023-24

To raise the attendance of our pupil premium students, and those with special educational needs in particular, within this group, to enhance their belonging in school and ultimately their outcomes when they leave us. By revisiting the tone and range of communications with home we will ensure the messaging is supportive whilst reinforcing the importance of good attendance towards academic progress. This is alongside varied reward incentives.

- To continue to extend our provision for students with special educational needs. This has increased in 2023 to include a Nurture Hub and our Resource Base will be following in 2024. We are passionate about securing equity for all our students with SEN.
- To adapt develop processes and procedures to welcome and integrate increasing numbers of students with English as an additional language and optimize outcomes for this group. Students arriving with no English will enjoy a range of learning opportunities that optimize the development of their language skills preparing them for life outside of the Academy.
- To shine a light on opportunities throughout and across the curriculum to celebrate diversity as part of the fabric of Hans Price and our commitment to 'Community' as one of the HPA values through our middle leaders, starting with Humanities and English.

How will this be achieved and by who?

Every Child Matters group and Attendance team will refine processes of communication and escalation through case discussion to ensure no stone is unturned in the quest to secure student attendance.

The Inclusion team will work to ensure that all possible provisions are put in place to support our students with special educational needs. Through a graduated response and highest quality transition planning and implementation, with appropriate testing and partnership working we will ensure that all students access the support they need to be successful. Improving staff, student and family understanding of neurodiversity will secure acceptance and the feeling of belonging for students with SEN.

Assistant Principal Inclusion recruiting an EAL Coordinator to support our EAL HLTA will facilitate transition work and close monitoring of students with English as an additional language. Personalised curriculum for each student will ensure they leave us with the highest level of English alongside a suite of qualifications that prepare them for college and the world of work.

Assistant Principal Inclusion will work through Middle Leaders, both curriculum and pastoral, to map explicit opportunities to celebrate EDI across a student's HPA experience.

Closing Statement

At Hans Price 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. Hans Price 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 Hans Price Academy has supported the aim to positively encourage EDI.