

January 2021

Equality, Diversity and Inclusion Statement

Kings Oak 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 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 Kings Oak 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.

WORK HARD, BE KIND

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Kings Oak 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 Kings Oak Academy has supported the aim to positively encourage EDI.

The pursuit of the EDI agenda is a continuous process and our objectives in 2020-21 are: -

1. **Communication** - Ensure communication methods reach all members of the KOA community and allow stakeholders from all groups to engage with the academy.
2. **Prejudice** – Reduce the incidence of prejudice related bullying.
3. **Equality** - Raise awareness and understanding of the protected characteristics; specifically race and religion, within and beyond the KOA community.
4. **Disability** - To raise the attendance and attainment of pupils with SEND.
5. **Gender** - To close the gender gap for reading where it exists in some year groups.

Katherine Ogden
Principal

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