

September 2024

Equality, Diversity and Inclusion Statement

The Brook 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.

At The Brook Academy, we hold a deep commitment to EDI, fostering a culture where differences are valued and celebrated.

At The Brook Academy, we recognise that attracting, advancing, developing, engaging and retaining a diversity of staff talent is important, alongside delivering equity of opportunity for our pupils.

The pursuit of the EDI agenda is a continuous process and our objectives for 2024- 26 can be found here:

Objectives 2024-26	Completed Y / N	Commentary	What help do I need to complete the actions?
Enable the Academy to grow and thrive through the diversity and inclusivity of our workforce.			
To deliver EDI training for all staff around bias and the use of language.			
To improve the delivery and relevance of PSHE and personal development to our cohort to support citizenship and British Values. Specific days are celebrated and discussed through regular teaching sessions and small groups e.g. LGBTQ+ agenda, charity events, World Mental Health Day, Neurodiversity, Gender, Black History etc.			
To improve the delivery and relevance of religious education to our cohort to support citizenship and British Values. Opportunities are within the curriculum to learn about cultural and religious customs and festivals, including local trips.			
To ensure equity of provision and support (e.g. attendance, food, learning, intervention) of pupils who are financially disadvantaged (pupil premium), including those pupils whose families are newly financially disadvantaged.			

Kay Sarpong

Principal