

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?
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.	Ongoing	PSHE is a core part of the curriculum that all students access. Targeted PSHE sessions are planned and delivered as 1:1, small group or whole class as and when appropriate to support pupils' understanding of British Values and equality and diversity. Also addressed in whole school assemblies.	
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.	Ongoing	All students have religious education and citizenship as part of their curriculum, and British Values is embedded within that. Local trips to places of worship take place.	
Ensure that staff and students talk about EDI and that this is mapped into the curriculum.	Ongoing	Jigsaw resources, individual 1:1 conversations or intervention sessions with the Pastoral Team.	
To be conscious that the use of language may communicate an unconscious bias. To challenge and reframe language that students use that is for example racist or homophobic.	Ongoing	Staff challenge students consistently and compassionately. Staff training has highlighted the importance of this and developed this practice.	
Enable the Academy to grow and thrive through the diversity and inclusivity of our workforce.	Y	TBA employ a diverse workforce	Continued support from HR and Recruitment to ensure recruitment process promotes our commitment to EDI.
To deliver EDI training for all staff around bias and the use of language.	Y	Training provided to all staff as part of Specialist Conference, CLF Trust Conference, NIMBLE compulsory training and in house training. Open vocabulary among staff and challenge/communication with students.	Continue to ensure EDI is held as a Trust and school wide priority.
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.	Y	All students provided with transport to and from school by LA, food is provided to all students irrespective of FSM eligibility, Learning and Pastoral Support and Intervention is provided according to need.	

Kay Sarpong (Principal)