

March 2024

Equality, Diversity and Inclusion Statement

Tewkesbury 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 Tewkesbury 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.



Tewkesbury Academy holds a deep commitment to welcoming diversity. The culture of Tewkesbury Academy supports the aim to positively encourage EDI. Examples include:

- Personal Development opportunities across the year which have a culturally diverse focus
- A curriculum which delivers key concepts with a local and global context
- Hosting international students with opportunities to also learn about them and from them
- Regular surveys of student voice so we can provide a dynamic response to need and measure progress on our EDI journey



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

- Continue our journey to eliminate discrimination through our character education programme, pupil pledge and training for staff, students and parents
- Establish diversity groups led by staff advocates to give a voice to minority groups
- Use the Pupil Parliament to drive and support the EDI calendar
- Ensure an Academy Council focus on the EDI agenda
- Address the opportunity of staff representation to provide role models to our children
- Raise the attainment of students who are financially disadvantaged (pupil premium)