

January 2021

CLF Equality, Diversity and Inclusion Statement (EDI)

Digitech Studio School, part of the Cabot Learning Federation (CLF), recognises, and celebrates diversity, including that which exists within our pupil 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, gender, gender identity, age (except students), 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.

Digitech Studio School is committed to embedding and mainstreaming equity, diversity and inclusion through the following overarching areas of focus:

1. To advance diversity of student recruitment, equity of attainment, and an inclusive community.
2. To promote inclusive teaching, education and engagement.
3. To promote diversity amongst the School's staff communities and governance.
4. To achieve an inclusive School environment, which promotes equality of respect and opportunity for all members of the School's diverse community.
5. To ensure that all students maximise their potential regardless of their background or characteristics.
6. To celebrate the opportunities created through EDI.

At Digitech Studio School 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.

Digitech Studio School holds a deep commitment to welcoming diversity, examples of which are demonstrated on a day-to-day basis throughout the Academy. The culture of the Digitech Studio School has supported the aim to positively encourage EDI. Our specific diversity related achievements in 2019-20 included: -

1. **Being conscious of the use of language that has an unconscious bias, especially around careers and gender stereotypes.**
 - Teachers in options have produced subjects displays and promoted professional work that challenges career stereotypes. Examples are Business challenge stereotypes and professional

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artists work that students' study and are exposed to challenge stereotypes and highlighting success and excellence thus celebrating diversity.

- We actively seek engagement with employers that challenge stereotypes so that students can see themselves represented in the workforce.

2. Tracked trends and develop strategies to attract students from a more diverse background.

- There is a broader representation of BAME students doing Boomsatsuma courses, especially at the Engine Shed. There is increased BAME representation in the Digitech based Post 16.

3. Addressed the underrepresentation within the work place. Broad representation is key to ensuring that both pupils and staff have positive role models to provide inspiration and ambition.

- Digitech staffing is diverse in terms of age, ethnicity, gender and sexuality.

4. We have broadened the understanding of race and religion through the pastoral programme.

- This is built into the RHSE, PSHE programme and assemblies.

The pursuit of the EDI agenda is a continuous process and our next objectives in 2020/2021 are: -

1. To ensure that recruitment reaches students from all backgrounds in South Gloucestershire and East Central Bristol
2. To review the personal development programme with a focus group from diverse backgrounds
3. To actively positively represent Gender, BME and LGBTQ+ in subjects and careers education as well as through positive displays.

Lis Jolley
Principal – Digitech Studio

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