Equality Information and Objectives Statement

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, 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 workplace 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 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 long and deep commitment to welcoming diversity, examples of which are demonstrated on a day-to-day basis throughout the school. The culture of Digitech Studio School has supported the aim to positively encourage EDI. Our specific diversity related achievements include:

- Opportunities are within the curriculum to learn about cultural and religious customs andfestivals, including local trips and guest speakers.
- Pupils, regardless of their ethnicity, achieve in line or above their peers by the end of Key Stage 2 in English and Maths.
- In 2018, reading and writing attainment of the expected standard was at or above nationalfor the disadvantaged group.

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

- The curriculum teaches children through key concepts within local and global contexts and for example, as geographers or as people who are religiously conscious, or as historians, and this has ensured our children (aged 3- 8) have had regular opportunities to begin understand their diverse world
- The pupil voice groups represent the diversity within the school
- There is a EDI link on the Academy Council and the Academy council have appropriate training around EDI
- Create a pupil vision for EDI
- Ensure there are clear links in all aspects of the curriculum using 'No Outsiders' resources

Our EDI foci for the 2024-2025 academic year are as follows:

1. **Conscious use of inclusive language**
   a. We aim to raise awareness of unconscious bias in language, particularly regarding careers, gender, LGBTQ+, race, and SEND (Special Educational Needs and Disabilities) stereotypes.
   b. Actions include staff training, system development, and challenging day-to-day interactions within the school community.
   c. Incorporating EDI topics such as British Sign Language, volunteering, monarchy, cancel culture, freedom of speech, and religious festivals into the tutor program.

2. **Attracting a diverse student body**
   a. Focused recruitment efforts targeting students from diverse backgrounds.
   b. Tracking recruitment trends and developing strategies to attract students from minority groups and global majorities.

3. **Workplace Representation**
   a. Ensuring broad representation within the workplace to provide positive role models for both pupils and staff.
   b. Emphasising LGBTQ+ representation and considering women and other underrepresented groups in leadership positions.
   c. Promoting EDI in recruitment adverts and on the website, and networking with key community stakeholders.

4. **Broadening Understanding of Race, Religion, and Cultures**
   a. Enhancing the pastoral program and curriculum to include topics on race, religion, sex education, and relationships.
   b. Developing a curriculum plan that includes these topics in years 10 and 11, with a focus on decolonisation.
   c. Introducing a cultural programme of events within the school

5. **Embedding British Values**
   a. Integrating the British Values into the DP (Digitech Plus) curriculum.
   b. Conducting termly CPD (Continuing Professional Development) sessions with all staff.
   c. Ensuring school systems and policies are underpinned by the British Values.

6. **Achieving the Equality Mark**
   a. Be recognised for best practice by achieving the equality mark from South Gloucestershire local education authority

We believe that by focusing on these objectives, we can create a more inclusive and supportive environment for all members of our community.

Chris Ballard
Principal Digitech Studio School