

CLF Equality, Diversity and Inclusion Statement

Heron's' Moor Academy 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 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 Heron's' Moor 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.

Heron's' Moor Academy holds a long and deep commitment to welcoming diversity, examples of which are demonstrated on a day-to-day basis throughout the Academy. The

culture of the Herons' Moor Academy has supported the aim to positively encourage EDI. Our specific diversity related achievements include:-

- Running a very popular Nursery class that includes many children for whom English is a second language. This enables the children to hear and speak English before starting Reception. This gives them a very positive start to school.
- 13.3% of our children are EAL. They achieve well throughout the Academy.
- The families of our EAL children are very supportive of the Academy and their children's learning. They are a strong presence in our community.
- An annual whole Academy International week, where the pupils focus on cultures from around the world.
- We are a Values based Education Academy. Values such as respect are firmly embedded in everything we do. The children and the staff refer to the values all the time.
- We share our building with Baytree special school. The childrens needs are vast and complex. Our pupils learn and play with Baytree pupils as much as we can. For example, we hold 2 Childrens World weeks every year where the children from both schools work together for a week to write the words and music, make the puppets and perform a puppet show together.
- Our curriculum provides regular opportunities for children to begin to understand the diverse world we live in, including our RE curriculum where pupils learn about key faiths.

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

- Review our Inclusion Policy and link it to our values work.
- As we review our curriculum, ensure we take as many opportunities as possible to ensure EDI is part of it.
- Ensure any trends such as gender issues are picked up in our data and any appropriate action is taken.

Julie Fox
Principal – Herons' Moor Academy