



CLF Equality, Diversity and Inclusion Statement

Evergreen Primary 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, gender, gender identity, 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 Evergreen Primary 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.

Evergreen Primary 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 Evergreen Primary Academy has supported the aim to positively encourage EDI. Our specific diversity related achievements include:-

- Curriculum coverage which provides opportunities to learn about cultural and religious customs and festivals.
- Celebration of different cultures through a range of approaches including 'language of the term', cultural 'learning afternoons' and whole school community celebratory events.
- Regular whole school and class assemblies that focus on British Values and inclusion.
- The use of the Jigsaw programme of study to support children's understanding of respecting different viewpoints and living in harmony with others.

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

- Having an Academy Councillor who has responsibility for monitoring the promotion of EDI and holding the Senior Leadership Team to account in this area.
- Raising the attendance of pupils with Special Educational Needs and our most vulnerable learners, particularly those from financial disadvantage.
- Ensuring representation of professionals and experts to reflect the community we serve.

Kerry Coote
Principal – Evergreen Primary Academy