

CLF Equality, Diversity and Inclusion Statement

CLF Post 16, 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 inspiring a vision of equality, diversity and inclusion among our staff, students and in and eliminating unlawful discrimination.-This is to be shared with and assisted by our wider community including, parents, staff, and governors. It is our firm commitment to ensuring all are valued and treated equally and equitably in our diverse multi-cultural communities we serve.

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.

Within the CLF Post 16 attitudes and behaviour must be centred within the belief that every member of the school community is of equal importance. Hence, it is the right of every member of our community to have access to equal opportunities so that they may reach their full potential regardless of gender, sexuality, ethnic origin, age, class, religion, culture, language, physical appearance, ability, background, or medical needs.

CLFP16 also recognise that the young people in our school community live in a multi-cultural society and should be effectively prepared to take their places as happy, confident and responsible people in this society. The CLF recognises the positive impact that a cohesive and inclusive EDI strategy can achieve. This includes (but is not limited) to the following:

1. Creation of an enjoyable and inspiring learning environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff and students are recognised and valued.
Ensuring that all students are provided the opportunity to maximise their potential regardless of their background or characteristics.
2. Be proactive in our commitment to adapt to the changing diversity of our students, communities or colleagues and the opportunities this presents.
3. Pursue the ambition to ensure representation is developed across the provision including leadership roles to enable young people to have access to relatable role models and experience leading roles within their own experiences.
4. Celebrating the opportunities created through EDI to develop and amplify the voices and experiences of under-represented groups within our school and wider community.

At CLF Post 16 we recognise that supporting a diverse organisation is a continuous process where long term and sustainable plans are key. We recognise that the process of attracting and retaining a diversity of talent is important; alongside delivering equity of opportunity for our-students whilst fostering an inclusive culture where differences are recognised and valued.

CLF Post 16 holds a long and deep commitment to welcoming diversity, examples of which are demonstrated throughout the Academy. The culture of the CLF Post 16 has supported the aim to positively encourage EDI. Our specific diversity related achievements include:

- Positive recruitment to staff and academy council
- Audited curriculum and improved and developed aspects of the curriculum delivery to be more inclusive of diversity
- Close the gap of progress (positive value added) between disadvantaged, EAL and SEND and the full student community.

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

- To continue to develop diverse representation across the CLF Post 16 community
- To continue to develop and monitor the wider curriculum opportunities and address diversity gaps and representation; to meet student needs and improve the cultural richness of learning.
- To continue to develop a whole Post 16 ethos that acknowledges and celebrates equality and diversity and Inclusion as the CLF Post 16 Way.

Kath Cooper
Principal – CLF Post 16

Principal of CLF Post 16: Kath Cooper

CLF Post 16, Woodside Road, Kingswood, Bristol, BS15 8BD Tel: 0117 988 2525

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