CLF Equality, Diversity and Inclusion Statement

Academy Name: Wicklea Academy
Implementation Date: September 2026
Date Approved: September 2026
Review Frequency: Every Four Years full review, review annually
Date of Next Review: May 2028

Wicklea Academy, part of the Cabot Learning Federation (CLF), celebrates the diversity of our pupils, staff, families and wider community. We are committed to providing an inclusive environment in which everyone is respected, valued and able to thrive.

We believe that equality, diversity and inclusion are fundamental to achieving our vision and ensuring that every child receives the best possible education and opportunities to succeed.

We are committed to eliminating discrimination, advancing equality of opportunity and fostering positive relationships between people of all backgrounds and characteristics. In accordance with the Equality Act 2010, we recognise and respect the protected characteristics of disability, race, sex, gender reassignment, age, marriage and civil partnership, pregnancy and maternity, sexual orientation, and religion or belief.

Our Equality Duties

We recognise our responsibility to:

- Eliminate discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people from different backgrounds and communities.

Our Commitment

At Wicklea Academy, we strive to:

- Ensure that all pupils achieve their potential regardless of their background, circumstances or individual needs.
- Create an inclusive culture where diversity is recognised, respected and celebrated.
- Provide equitable opportunities for pupils, staff and families.
- Respond positively to the changing needs and diversity of our community.
- Promote understanding, tolerance and respect through our curriculum and wider school experiences.

We recognise that creating an inclusive school is an ongoing journey. Through continuous reflection, monitoring and improvement, we seek to ensure that every member of our community feels they belong and can contribute positively to school life.

Current Diversity Achievements and Activities

Examples of how we promote equality, diversity and inclusion include:

- Providing opportunities throughout the curriculum to learn about different cultures, faiths, traditions and celebrations, supported by visitors, local visits and first-hand experiences.
- Working to improve attendance outcomes for pupils with SEND.
- Working to improve attainment and achievement for disadvantaged pupils, including those eligible for Pupil Premium funding.
- Delivering a curriculum that helps children understand local, national and global communities and develop respect for the diverse world in which they live.
- Using the *No Outsiders* programme to promote inclusion, belonging and understanding of difference.

Equality Objectives (2025-2028)

1. To increase pupils' understanding of the protected characteristics through the curriculum and wider school experiences.
2. To improve the attendance and attainment of disadvantaged pupils and other identified vulnerable groups.
3. To strengthen the promotion of equality, diversity and inclusion through curriculum planning, assemblies and the *No Outsiders* programme.
4. To continue to review, monitor and develop policies, practices and procedures to ensure equality of opportunity across the academy.

Heather Morris
Principal – Wicklea Academy
September 2026