

August 2025

### Equality, Diversity and Inclusion Statement

Lime Hills Academy, 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 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.

At Lime Hills Academy we hold a deep commitment to welcoming diversity and seek to create a culture from its opening to positively encourage EDI, where differences are valued and celebrated.

At Lime Hills Academy we recognise that attracting, advancing, developing, engaging and retaining a diversity of staff talent is important; alongside delivering equity of opportunity for our pupils.

The pursuit of the EDI agenda is a continuous process and our objectives for 2025- 2026 can be found here:

<b>Objectives 2025 2026</b>	<b>Completed Y/N</b>	<b>Commentary</b>	<b>What help do I need to complete the actions?</b>
<b>Foster Academy growth and success by embracing the diversity and inclusivity of our workforce</b> , including through accessible pathways such as temporary-to-permanent employment routes.			
<b>Promote awareness of unconscious bias in language</b> through engaging and reflective online training for all staff.			Source bias training
<b>Proactively challenge and reframe harmful language used by students</b> , including expressions that may be racist,			

homophobic, or otherwise discriminatory, through education and restorative practices.			
<b>Support and improve attendance for pupils with Special Educational Needs</b> , with a particular focus on those experiencing economic disadvantage.			
<b>Ensure that pupil and parent voices reflect the rich diversity of our school community</b> , underpinned by our core values of belonging and mattering.			
<b>Align all policies, especially the Inclusion Policy, with the academy's values and inclusive practices</b> , ensuring they guide our day-to-day work and long-term vision.			
<b>Ensure the English curriculum and reading materials are representative of diverse identities, cultures, and experiences</b> , so all pupils see themselves reflected and valued in their learning.			

Natalie Sweet  
Principal