



September 2024

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 EDI fostering a culture 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 2024- 25 can be found here:

| Objectives 2022-24 | Completed Y/N | Commentary | What help do I need to complete the actions? |
|---|----------------------|-------------------|---|
| Enable the Academy to grow and thrive through the diversity and inclusivity of our workforce. | | | |
| To deliver EDI training for all staff around bias and the use of language. | | | |
| To improve the delivery and relevance of PSHE and personal development to our cohort to support citizenship and British Values. Specific days are | | | |



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| celebrated and discussed through regular teaching sessions and small groups e.g. LGBTQ+ agenda, charity events, World Mental Health Day, Neurodiversity, Gender, Black History etc. | | | |
| To improve the delivery and relevance of religious education to our cohort to support citizenship and British Values. Opportunities are within the curriculum to learn about cultural and religious customs and festivals, including local trips. | | | |
| To ensure equity of provision and support (e.g. attendance, food, learning, intervention) of pupils who are financially disadvantaged (pupil premium), including those pupils whose families are newly financially disadvantaged. | | | |

The pursuit of the EDI agenda is a continuous process and our objectives for 2022-24 can be found here:

| Objectives 2022-24 | Completed Y/N | Commentary | What help do I need to complete the actions? |
|--|----------------------|---|---|
| Enable the Academy to grow and thrive through the diversity and inclusivity of our workforce | Y | Lime Hills employs a diverse workforce, especially those who had not thought about working in education as a career. Several teaching assistants have progressed to teacher training. | Work with the marketing team to attract the most inclusive and diverse workforce. |



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| Ensure that staff and students talk about EDI and that this is mapped into the curriculum. | Y | Full implementation of the Jigsaw programme Safety weeks Neurodiversity 1-1 intervention for students with challenging/ offensive views | |
| To be conscious of the use of language has an unconscious bias. To challenge and reframe language that students use that is for example racist or homophobic. | Y | Staff are diligent about reframing and challenging language that is offensive or at odds with British Values. | Staff training on unconscious bias. |
| Ensure attendance of pupils with Special Educational Needs, particularly those from financial disadvantage. | Y | Attendance is our priority, and we use numerous strategies from collection to bespoke and adjusted timetables to promote attendance | EWO support |
| The pupil and parent voice represents the diversity within the school | Y | Class teachers and teaching assistants talk to ALL parents and carers regularly. Parent/ carer voice is sought regularly. | To do face to face parent/ carer voice for those who do not engage with online questionnaires |
| To ensure that all policies, and in particular the Inclusion Policy, reflect the academy values and way of working. | Y | CLF Heart Values Lime Hills Values | Add values to all communication and policies and increase the use of values in talking to children and staff. |

Lis Jolley
Principal