

Lansdown Park Academy EDI Statement 2025- 26

Introduction

Lansdown Park Academy, part of the Cabot Learning Federation (CLF), recognizes, 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.

Commitment to Equalities Act

We recognize the following duties under the Equality Act 2010:

- Eliminating discrimination, harassment, victimization and other conduct 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 recognizes the positive impact that a cohesive and inclusive EDI strategy can achieve.

EDI work and success at your Academy

Throughout the academic year 2024-25, We have worked to:

- Continue growing our EDI network
- Highlight need and put support in through the form of PSHE sessions
- Hold multiple multi-cultural awareness days
- Provide whole staff training

Objective/Actions for 2025-26

- Embed primary PSHE anti racism sessions
- Understanding implications of sex and gender supreme ruling
- Implement policies and training to mitigate unconscious bias and prevent discrimination
- Foster a culture of belonging where every student and staff member feels seen, heard, and valued
- Safe place for staff to attend EDI discussions
- Assemblies, workshops or pop ups on machoism

How will this be achieved and by who?

- Whole school training
- New PSHE curriculum overview curated by PSHE leads
- Regularly assess and report on diversity and inclusion progress, ensuring accountability in meeting EDI goals

Closing Statement

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At Lansdown Park Academy, we are committed to creating an environment where equality, diversity, inclusion, and belonging are at the heart of everything we do. Throughout 2025–26, we will continue to celebrate the unique identities and experiences of all our pupils and staff. We recognize that true inclusion is achieved not just through opportunity, but by building a community where everyone feels seen, heard, valued, and a true sense of belonging. We remain dedicated to listening, learning, and taking meaningful action to ensure that every member of our community can grow and succeed.