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Equality, Diversity and Inclusion Statement

Uphill Village Academy recognises and celebrates diversity, including that which exists within our pupil 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, race, gender, gender identity, age (except pupils), marriage or civil partnership, pregnancy or 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:

- Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the act.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations across characteristics - between people who share a protected characteristic and people who do not share it.

Regardless of the statutory responsibilities, Uphill Village Academy recognises the positive impact that a cohesive and inclusive EDI strategy can achieve. This includes, but is not limited to:

- a. Ensuring that all students maximise their potential regardless of their background or characteristics.
- b. Responding to the changing diversity of our students, communities or colleagues and the opportunities this presents.
- c. Addressing under representation within the workplace and, in particular, within leadership positions. Broad representation is key to ensuring that both pupils and staff have positive role models to provide inspiration and ambition.
- d. Deliberately pursuing strategies to ensure fair and equal pay opportunities for different groups, including addressing the gender pay gap.
- e. Harnessing the power and leverage of leadership within the school.
- f. Celebrating the opportunities created through EDI.

At Uphill we recognise that supporting a diverse organisation is a continuous process where long term and sustainable plans are key. We recognise that attracting, advancing, developing, engaging and retaining a diversity of talent is important; alongside delivering equity of opportunity for our pupils and fostering an inclusive culture where differences are valued and enhanced.



Working in partnership with



Uphill Village Academy is part of the Cabot Learning Federation, a company limited by guarantee.
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At Uphill Village Academy, we believe our community is stronger together, with all our pupils in school, on time, every day.

- Religious education teaching has been reviewed to ensure discussion and debate are a major part of each lesson. Themes within this address tolerance, beliefs, acceptance, diversity.

The pursuit of our EDI strategy is a continuous process and our objectives for 2025 -2026 are:

- To close the gender gap in reading for Y5 girls
- To continue to embed the No Outsiders programme into citizenship lessons and to provide further opportunities for discussion and debate across the wider curriculum.
- To continue to work with schools across the region in order to ensure that our children have the opportunity to mix and work with children from different cultures and backgrounds.

