



**Shaw
Education
Trust**

Equality, Diversity and Inclusion Statement & Objectives

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SET Equality Statement

Proud to be like nothing else! Our strength is in who our people are.

At Shaw Education Trust, we believe that playing it safe won't change the world. We embrace innovative thinking, celebrate big ideas, and take pride when these ideas become reality. We see your potential as boundless, and we offer ample opportunities for learning, growth, and contribution. In any role, every individual can develop into the best version of themselves—professionally, as a colleague, and as a person.

Equality, Diversity, and Inclusion: Our Core Values

Equality is not about treating everyone the same; it's about ensuring equal access to opportunities by recognising and accommodating people's diverse needs and capabilities.

Diversity means recognising and valuing the differences among us. This includes differences in age, disability, gender, racial origin, religion, belief, sexual orientation, work commitments, language, and more. We strive for an inclusive environment where everyone, regardless of background or identity, feels welcome and can thrive.

Inclusion at Shaw Education Trust means creating an environment where everyone feels valued, accepted, and able to contribute equally. We are committed to providing a space where everyone has equal access to opportunities and resources.

Promoting a Fair and Inclusive Community

Shaw Education Trust is dedicated to fostering a fair and inclusive community where everyone can participate and achieve their potential. Equality is a priority across our entire Trust and within each school. We celebrate individual differences and ensure that everyone is treated with respect. We recognise that every person brings a unique perspective and set of ideas, and we are committed to helping everyone thrive.

Dignity in the Workplace

We embed our values of equality, diversity, and inclusion in everything we do, starting from recruitment. Our policies reflect these values, and we are committed to providing excellent working practices, resources, and training. Our workforce should reflect the diverse communities we serve,

and our recruitment and promotion processes are designed to be fair and open to all, based on merit and ability.

We regularly seek feedback from all staff to celebrate our successes and address any areas of concern. This helps us to continue building a workplace that supports everyone.

Stronger Together

At Shaw Education Trust, we believe everyone should be able to be themselves. Creating a diverse and inclusive organisation is central to our mission. This commitment helps us contribute to more equitable communities and provides positive role models for the students in our schools.

We are committed to continually challenging ourselves to build a workplace—and a society—that works for everyone.

Addressing the Gender Pay Gap

We are transparent about our pay practices and publish our gender pay gap information annually on the Government's Gender Pay Gap Reporting website. This can also be accessed on the Trust website.

Our Commitment to Accessibility and Inclusion

We are committed to helping everyone work in the way that best suits them. We strive to make reasonable adjustments to accommodate individual needs and encourage staff to inform us of any accessibility issues so that we can address them effectively and discreetly. Our priority is to ensure a welcoming and inclusive working environment where equity is at the forefront.

Dignity at Work

Every member of staff, student and every visitor has the right to be treated with dignity and respect. Shaw Education Trust has a zero-tolerance approach to harassment, bullying, and victimisation, behaviours that are unlawful under the Equality Act 2010. We have robust processes in place to address these issues if they arise.

We also do not tolerate harassment of our staff by third parties, including clients, contractors, or visitors. Any bullying or harassment directed toward visitors by anyone within the Trust is equally unacceptable.

We are proactive in resolving disputes and conflicts early and work in partnership with our staff and recognised trade unions to develop positive approaches to conflict resolution.

Understanding Protected Characteristics

It is illegal to discriminate against someone based on:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Gender
- Sexual orientation

The Equality Act 2010 guides our work to promote equality of opportunity and reduce barriers to engagement, especially for protected groups.

Supporting Age Diversity

We recognise that age should not determine physical or mental performance or be a deciding factor in employment, including recruitment, training, and promotion opportunities. We may provide age-specific benefits if they meet legal exceptions, are objectively justified, or serve positive action purposes.

Promoting Disability Inclusion

Shaw Education Trust is committed to creating an inclusive environment where people with disabilities and long-term conditions feel valued and included. This includes current and prospective staff and visitors. We may take additional steps to meet the needs of disabled individuals, including positive discrimination where necessary, to ensure equality of outcomes.

Supporting Gender Identity and Reassignment

We acknowledge that individuals may identify with a range of gender identities, which may or may not align with the sex assigned at birth. We provide a supportive environment for staff to share their gender identity if they choose, and we respect the right of individuals to disclose this

information on their terms. Outing someone without their consent is a form of harassment and will not be tolerated.

Supporting Marriage and Civil Partnership

Shaw Education Trust supports all staff, regardless of their marital status. We strive to provide a supportive environment that allows staff to balance their personal and professional responsibilities.

Supporting Pregnancy and Maternity

We aim to create a supportive environment for staff during pregnancy, maternity, paternity, adoption, and shared parental leave. We are committed to treating all parents equally, regardless of gender, and fostering an inclusive workplace.

Tackling Racial Inequality

Shaw Education Trust is committed to combating racial discrimination in all its forms. We strive to create a welcoming and positive employment experience for everyone, regardless of ethnic or racial background. We expect all members of our community to support us in this effort.

Respecting Religion and Belief

We respect the right of individuals to practice their religion or belief in an atmosphere of tolerance. Shaw Education Trust is a diverse community, and we support the religious practices of all our staff.

Promoting Gender Equality

At Shaw Education Trust, everyone deserves respect and equal treatment, regardless of gender. We are committed to gender equity, which includes taking action to address inequalities where necessary. We also ensure equal pay for all our staff and conduct regular Equal Pay Audits.

Supporting the LGBTQ+ Community

Shaw Education Trust is committed to creating a supportive environment for the LGBTQ+ community. We strive to foster a culture where staff of any sexual orientation feel safe from discrimination, harassment, or exclusion. We respect the choice of staff members regarding whether to be open about their sexual orientation, recognising that this is a personal decision. We are proud to support LGBTQ+ initiatives and aim to make Shaw Education Trust a safe, welcoming, and friendly place for all our staff.

Introduction

Commitment to All

Shaw Education Trust remains dedicated to building a diverse, inclusive, and equitable workplace where everyone can thrive. We continuously challenge ourselves to improve, ensuring our values are reflected in everything we do from recruitment to day-to-day interactions creating a better tomorrow for all.

Shaw Education Trust is steadfast in its belief that every child, regardless of their background, deserves the opportunity to achieve success. We are committed to providing an environment where every young person in our academies can realise their full potential and pursue ambitious life goals. Our dedication extends beyond our students, encompassing our staff, parents, carers, and the broader community.

1.1 Equality at the Core

Promoting equality, diversity, and inclusion is central to all our operations and initiatives. This policy outlines our commitment to fostering an inclusive environment where everyone, irrespective of race, gender, disability, belief, sexual orientation, age, or socio-economic background, has equal access to opportunities. Our equality objectives are designed to ensure that these principles are reflected in both the education we provide and in our workplace culture.

1.2 Building a Diverse and Inclusive Culture

Our goal is to cultivate a culture where diversity is celebrated, equality is promoted, and inclusion is embedded in every aspect of school life. We strive to create an environment where all members of the Shaw Education Trust community feel proud of their identity and empowered to participate fully.

2. EDI Objective One: Embedding EDI in Leadership and Governance

2.1 Focus on Equality Duty

Shaw Education Trust will ensure that all areas of our work are aligned with the equality duty. We are committed to training our leaders on the

significance of valuing equality, diversity, and inclusion (EDI), ensuring that these principles are integrated into every decision-making process.

2.2 Developing EDI Practices

We will collaborate with our leaders to develop and implement robust EDI practices across all our operations. This includes supporting action planning, monitoring the impact and effectiveness of our EDI initiatives, and ensuring that these practices are consistently applied throughout the Trust.

2.3 Engaging with Staff

We will actively seek the perspectives of all employees to identify areas that require specific actions and to assess the success of our EDI efforts. Special attention will be given to understanding the experiences of distinct groups of staff who possess protected characteristics under the Equality Act 2010.

2.4 Accountability and Oversight

The Shaw Education Trust Board of Trustees will hold senior leaders accountable for ensuring that our work upholds the equality duty. This oversight will be crucial in maintaining the integrity and effectiveness of our EDI initiatives.

Actions:

- **EDI Survey:** We will conduct a EDI survey across the entire workforce to gauge the effectiveness of our EDI efforts and inform future actions.
- **Quality Assurance:** Regular quality assurance checks will be carried out in our academies to ensure that leaders are adhering to EDI policies and promoting an inclusive environment.
- **EDI Ambassadors:** We will recruit EDI Ambassadors from our schools to form a pan-Trust working group. This group will focus on promoting best practices and addressing any issues of concern.
- **Training:** We will provide comprehensive EDI training to leaders and Academy Councils. Specific training will be implemented if areas of concern are identified.
- **Annual Reporting:** An annual report on the quality and impact of our EDI work will be presented to the Board of Trustees, highlighting successes and any causes for concern.

3. EDI Objective Two: Promoting Equal Opportunities in the Workforce

3.1 Equal Opportunities for All

Shaw Education Trust is committed to promoting equal opportunities for all members of our workforce. We will proactively address any issues of discrimination and ensure that our policies and practices are inclusive and equitable.

3.2 Diversity in Recruitment

We will continuously review the diversity of our workforce and implement measures to encourage applications from a wide range of demographics. Our aim is to build a workforce that reflects the diversity of the communities we serve.

3.3 Addressing Unfair Treatment

We will tackle any instances of unfair treatment or inappropriate behaviour, particularly towards individuals with protected characteristics. We will ensure that all reports of discrimination or harassment are taken seriously and addressed promptly.

Actions:

- **Recruitment Monitoring:** We will continuously monitor and evaluate the impact of our recruitment practices to ensure they are inclusive and attract a diverse pool of candidates.
- **Regular Reviews:** Allegations of discrimination or unfair treatment will be regularly reviewed in senior line management meetings, ensuring that any issues are promptly addressed.
- **Training and Communication:** We will increase awareness of equality, diversity, and inclusion through ongoing communications and training programs. This will ensure that all staff are knowledgeable about EDI principles and their importance in the workplace.

4. Implementation and Monitoring

4.1 Leadership and Responsibility

The implementation of this EDI policy will be led by the Shaw Education Trust's senior leadership team, with clear accountability at all levels of the organisation. Each school within the Trust will have a designated EDI lead responsible for ensuring that the principles of this policy are embedded in school culture and practices.

4.2 Ongoing Evaluation

The effectiveness of this policy will be monitored through regular evaluations, including surveys, feedback mechanisms, and performance reviews. We will use this data to continuously improve our EDI initiatives and to ensure that they are meeting the needs of all members of the Shaw Education Trust community.

4.3 Transparency and Reporting

We are committed to transparency in our EDI efforts. Regular reports on the progress of our EDI objectives will be made available to all stakeholders, including staff, parents, carers, and the wider community. These reports will also be shared with the Board of Trustees to ensure ongoing oversight and accountability.

5. Conclusion

Shaw Education Trust is dedicated to creating an environment where equality, diversity, and inclusion are not just ideals, but lived realities. By embedding these principles into every aspect of our work, we aim to build a community where everyone can thrive, regardless of their background or identity. This policy is a testament to our commitment to fostering an inclusive culture where all individuals are valued and empowered to succeed.



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**Pupil &
people
centred**

**Act with
integrity**

**Be
innovative**

**Be best
in class**

**Be
accountable**