Shaw Education Trust

Equality Objectives 2022-2026

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The Equality Act 2010 sets out that all public bodies will publish equalities objectives every four years. This document identifies the equalities objectives that we have chosen to focus on over the next four years, from 2022 to 2026, to improve equality, diversity and inclusion across Shaw Education Trust.

We recognise and take very seriously our broad responsibilities as an employer.

1 Introduction

1.1 Shaw Education Trust believes that all children should have the opportunity to be successful, whatever their starting point. We pledge an unswerving commitment to improve, accelerate and enable ambitious life goals for all young people in our academies.

1.2 As a result, promoting equality is at the heart of all we do. Our equality objectives cover how we consider equality when we are delivering education provision to children and young people, and how we will ensure that our own staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background have equality of opportunity.

1.3 We aim to develop a culture of diversity, equality and inclusion in which all those connected to Shaw Education Trust feel proud of their identity and ability to participate fully in school life.

2 Objective One

2.1 In all areas of our work, Shaw Education Trust will pay attention to the equality duty, and ensure leaders are trained on the importance of valuing Diversity, Equality and Inclusion

2.2 Shaw Education Trust will work with leaders on developing strong DEI practices across all areas of our business, this will include supporting action planning and monitoring of impact/effectiveness of our work

2.3 We will seek the views of all employees to identify any areas requiring specific actions and to judge the success of our work in this area, we will pay particular attention to distinct groups of staff who have protected characteristics

2.4 The Shaw Education Trust Board of Trustees will ensure they hold senior leaders to account for ensuring our work promotes the equality duty

Actions

To ensure that we meet these objectives, we will:

- Undertake a DEI Survey will all employees to gauge our success and inform actions
- Carry out regular quality assurance checks on work in academies to ensure that academy leaders are acting in accordance with the relevant policies
- Recruit SET DEI Ambassadors from schools to engage in a pan-Trust working group focused on promoting best practice and tackling issues of concern if they arise
- Provide general DEI best practice training to leaders and Academy Councils, with specific training being implemented if areas of concern are identified
- Report annually to the Board of Trustees on the quality of our work in this area and on any causes for concern that we may identify.

3 Objective Two

3.1 Shaw Education Trust will promote equal opportunities for its entire workforce, tackling any issues of discrimination if it occurs.

3.2 Shaw Education Trust will continually review the diversity of its workforce and put measures in place to actively encourage applicants from a diverse range of demographics

3.3 Shaw Education Trust will tackle any unfair treatment and inappropriate behaviour, particularly those with protected characteristics, reporting experience of concern.

Actions

To ensure that we meet this objective, we will:

- Continue to monitor and evaluate the impact of our recruitment practices.
- Include reviews of allegations of discrimination or unfair treatment in our senior line management meetings on a regular basis
- Increase awareness of equalities, diversity and inclusion through communications and training

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