



**Shaw
Education
Trust**

Equality, Diversity & Inclusion (EDI) Strategy 2022 - 2025

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Equality, Diversity and Inclusion (EDI)

EQUALITY is a concept underpinned by legislation that requires organisations to provide access to participation to all individuals and groups and take action to protect those discriminated against

We are all different whether because of our physical abilities and qualities, appearance, life and work experience, commitments or other experiences. **DIVERSITY** is a reflection of that



INCLUSION is about feeling respected, valued, safe, trusted, having a sense of belonging and being able to be your best self and to do your best work

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EQUALITY, DIVERSITY AND INCLUSION IN CONTEXT CORE PRINCIPLES

Located in the Midlands and North West, we are home to diverse communities; we aspire to be an inclusive community of students and colleagues from different groups and cultures from across the very heart of the UK. As an organisation that is progressive, compassionate and responsible, EDI is a matter of more than mere compliance. EDI is in our DNA: part of our history and culture. Diversity, inclusion and equality of opportunity are at the core of how we engage with students, colleagues, visitors and all other stakeholders. These principles pertain to every area of our strategy: our purpose, our vision, our mission, our values, our priorities, our objectives, our outcomes. Yet, we acknowledge that there may be inconsistencies between principles, policies and practices and the lived experiences of individual colleagues and students.

This strategy is a response to that and reflects our commitment to being and becoming better. We are fully committed to enabling a supportive and safe learning and working environment which is equitable, diverse and inclusive, based on mutual respect and trust, and in which there is zero tolerance for unlawful discrimination, harassment and victimisation.

EQUALITY

As a responsible organisation, we strive to ensure and to champion equality. We acknowledge the special role of education in promoting equality of opportunity and furthering social inclusion and mobility, within and beyond our organisation. We recognise that ensuring equality of opportunity is essential for our community, our culture, our performance and our success. We strive to challenge inequities, to eliminate unlawful discrimination, to promote equality of opportunity and to foster an inclusive institutional culture.

DIVERSITY

As a progressive organisation, we take pride in the reality of our diversity. We see difference and plurality as our strength. We pledge to continue to respect, value and champion diversity within and beyond our communities of students, colleagues and stakeholders.

INCLUSION

As a compassionate institution, we commit to an inclusive culture that allows students and colleagues to reach their full potential, regardless of their age, disability, sex, gender, gender identity, marital/ civil partnership status, pregnancy, maternity and paternity, race, religion or belief, sexual

orientation, ethnic or national origins, family circumstances, nationality, political beliefs and affiliations, socio - economic background or other quality. We are guided in our work by the Equality Act (2010) and the Public Sector Equality Duty.

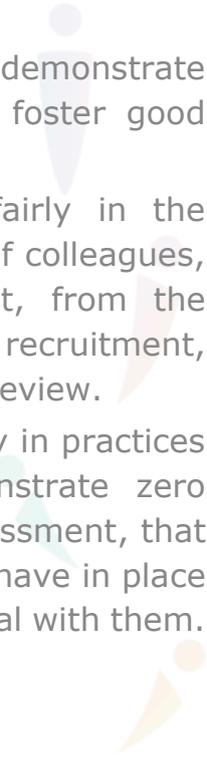
EQUALITY, DIVERSITY AND INCLUSION STRATEGY 2022 – 2025

Our commitment to EDI makes us a stronger, more effective organisation and community. We recognise that delivering that commitment entails continuing conversations and ongoing and significant cultural challenge and change. This EDI Strategy draws on and responds to the voices, passions, aspirations and ambitions of students, colleagues and other stakeholders. We all have our part to play in 'making it real'. In implementing the Strategy, we know that many challenges lie before us. However, we are inspired by our achievements to date and excited by the opportunities ahead.

STRATEGIC AIMS:

CHAMPION AND ENSURE EQUALITY

- We will align our commitment to equality with the value we place on being responsible, putting EDI at the very heart of our strategies, policies, practices and the life of the Trust.
- We will ensure the implementation of this Equality, Diversity and Inclusion Strategy, producing and monitoring annual EDI reports and Action Plans and keeping the Strategy's effectiveness under review.
- We will introduce an Equality, Diversity and Inclusion Committee to champion and promote the Trust's work in relation to EDI, this committee will be a representation of colleagues from right across the Trust.
- Recognising equity as a step change from equality, we will continuously and ambitiously improve our approach to valuing difference, deploying resource in order to enable all colleagues and students to realise their full potential.
- We will encourage equality, diversity and inclusion training for all colleagues, and ensure high quality development in EDI and cultural sensitivity for all in leadership positions.

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- Rejecting all forms of bigotry and prejudice, we will demonstrate zero tolerance for unlawful discrimination and will foster good relations based on respect.
 - We will ensure that we do not discriminate unfairly in the recruitment, retention, promotion and development of colleagues, including part-time and short-term staff and that, from the perspective of EDI, we keep our practices of colleague recruitment, retention, promotion and career development under review.
 - Recognising the role and relevance of intersectionality in practices of discrimination, we will ensure that we demonstrate zero tolerance for unlawful discrimination, bullying or harassment, that we challenge such behaviours where they occur, and have in place and keep under review appropriate mechanisms to deal with them.

CHERISH, CELEBRATE AND ENHANCE DIVERSITY

- We will align our commitment to diversity with our progressive ethos, ensuring that diversity is supported, celebrated and championed in every area of the Trust.
- We will promote positive action in diversifying our colleague community in general, and in middle and senior leadership.
- Through outreach and collaborative activity and building on existing success, we will continue to welcome and encourage participation from all students, regardless of background.
- Welcoming students from diverse backgrounds and from across the communities we serve, we will treat equality, diversity and inclusion as integral to the education we offer.
- Using data related to student participation, attainment and success, we will develop, implement and keep under review priority areas and targeted activities that address outcomes gaps in marginalised and underrepresented student groups.
- We will continue to extend our work on diversifying the curriculum and teaching practices, keeping both under ongoing review.
- We will assess and develop cultural sensitivity across all our student-facing activities and services.
- Through our events, initiatives, conferences and schools, we will open our doors not only to our students and colleagues but also to our diverse local communities and visitors from across the regions, further embedding and celebrating our commitment to EDI.

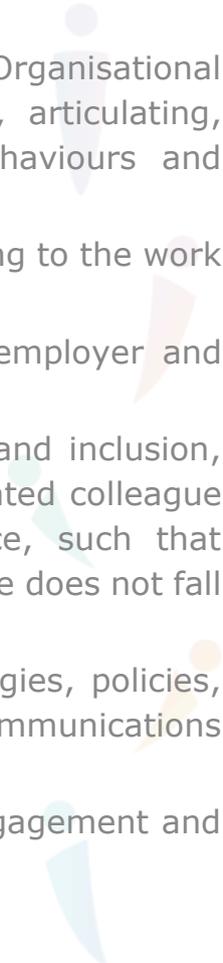
- We will treat our diverse community of external partners and collaborators ethically and with dignity and respect.

NURTURE AND PROMOTE INCLUSION

- We will align our commitment to inclusion with the value we place on compassion, ensuring that attention to inclusion characterises everything that we do at SET.
- We will foster a responsive and inclusive culture and environment where students and colleagues from all backgrounds can speak out, express themselves, be heard and be counted.
- We will seek to attract, employ and engage the most talented people from across the Regions we serve, so that we are a truly inclusive, forward-looking organisation.
- We will seek to create a representative team of leaders and managers, across all schools and professional services.
- We will embed our commitment to inclusive teaching and to digital accessibility.
- We will work on inclusion in partnership with our Union partners.
- We will treat students, colleagues, applicants, visitors and all our stakeholders with courtesy, respect and dignity, fostering an inclusive and supportive environment.
- We will ensure an inclusive and transparent culture that allows colleagues and students to be themselves, speak up against unfair behaviours and feel safe and comfortable bringing their whole selves to work and school.

IN ORDER TO ACHIEVE OUR STRATEGIC AIMS, WE WILL:

- Analyse data, to ensure we are meeting and exceeding our strategic aims termly, through our Executive Leadership Team meetings.
- Work in partnership with our colleague networks, our Trade Unions, our schools and our professional services departments to ensure a collective approach to EDI.
- Ensure that EDI is a core component of and is fully supported by work enabled through our organisational structures.

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- Put EDI at the heart of the implementation of the Organisational Strategy and related strategies and action plans, articulating, promoting and encouraging across the Trust behaviours and attitudes consistent with EDI.
 - Make EDI integral to the education we offer, including to the work of the Institute of Education.
 - Make EDI integral to our work on employability, employer and recruiter engagement and UK engagement.
 - Make EDI integral to our work on people, culture and inclusion, ensuring that the Trust has comprehensive EDI-related colleague and leadership training and development in place, such that responsibility for championing EDI and driving change does not fall simply on those with lived experience of diversity.
 - Ensure that the language of our institutional strategies, policies, materials and communications and our wider communications practice reflect and support our commitment to EDI.
 - Work with external partners to enhance our EDI engagement and activity.

INDICATORS OF SUCCESS

WE WILL HAVE ACHIEVED OUR AIMS WHEN:

- EDI is recognised as a primary driver of the Trust's short and long-term strategies in all areas and at all levels (indicators: student and colleague satisfaction data; internal and external review data; EDI report data).
- There is zero tolerance for all forms of unlawful discrimination, harassment, and victimisation (indicators: disclosure data; EDI report data; student and colleague satisfaction data; case studies of lived and living experiences).
- Systemic barriers to recruitment, retention, progression and attainment in work and study that discriminate unfairly are permanently removed (indicators: EDI report data; student and colleague satisfaction data; case studies of lived and living experiences).
- The range and depth of diversity across all levels and functions at the Trust is demonstrably aligned with our institutional

commitment to EDI (indicators: EDI report data; colleague and student satisfaction data).

- The Trust represents a welcoming and engaging space for all (indicators: student and colleague satisfaction data; EDI report data).
- We are recognised as a leader in progressive EDI thought and practice in the UK Education sector and beyond (indicators: engagement with EDI through research papers, events, conferences; charter mark achievement; EDI report data).

In order to achieve the above, we will ensure that EDI is systematically and demonstrably embedded in all our strategies. We will regularly engage with our students, colleagues, key stakeholders and relevant professional and regulatory bodies to ensure that our work is informed by best practice and encompasses the broadest set of perspectives possible. We will continue to measure our progress through relevant charter marks and our contribution toward the sustainable development goals. We will remain open to new ideas and developments relevant to EDI in Education.

MAKING IT HAPPEN

This strategy is for three years. It gives fresh impetus to the values of the Trust. It lays the foundations for long-term, critical work. Each member of the Trust has a stake in this work, and is responsible for furthering equity, diversity and inclusion through their words and actions. The strategy will be implemented through an annual Action EDI Plan and through other, specific workstreams, which will have their own action plans, timelines, teams and targets. Connectivity across the annual EDI Action Plan and these workstreams will be key.

The strategy will be reviewed after its first year of implementation.



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**Be best
in class**

**Be
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