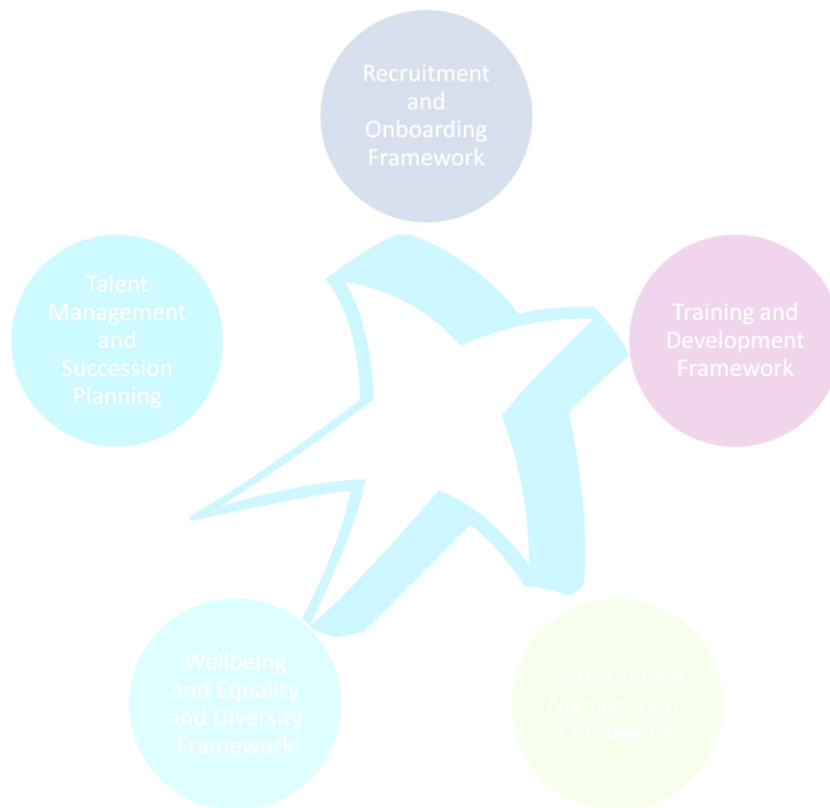




TRUST IN LEARNING (ACADEMIES)

EQUALITY DIVERSITY INCLUSION AND BELONGING



EQUALITY DIVERSITY INCLUSION AND BELONGING STRATEGY

We recognise that to realise the benefits of equality diversity inclusion and belonging, we will need to focus on four key objectives:

We want equality, diversity, inclusion and belonging to be a natural part of what we do – firmly embedded in our culture. This should start with our pupils, understanding how our pupils experience equality, diversity, inclusion and belonging and how through our people policies we can impact on our ambitions for our pupils.

- Creating an inclusive culture, that values diversity, in how we treat each other and interact with those that we educate and come into contact with
- Develop a workforce that is confident and educated in all aspects EDIB, that enables each individual to reflect on their work stream and how this can be improved to become more inclusive.
- Maintaining our representation where we are doing well and improving our representation in areas where we could improve. Investing in the diversity of our employee and Governance portfolio
- Meeting our statutory requirements and going beyond this by taking positive action and building a culture that champions diversity and inclusion

CREATING AN INCLUSIVE CULTURE, THAT VALUES DIVERSITY, IN HOW WE TREAT OUR EMPLOYEES AND INTERACT WITH THOSE THAT WE PROVIDE EDUCATION TOO

Fostering a culture of inclusion will enhance our employer brand, attractiveness and improve our performance outcomes.

Creating a culture of inclusion will also be critical to improving and maintaining representation. We will develop greater inclusivity in our culture by:

- ensuring that diversity and inclusion is a key objective in our Trust and School Development plans and Trust Integrated Workforce Development Strategy, holding the Directors, Executive and senior leaders to account for delivery of these objectives. We recognise that a change in culture needs to be role modelled from the top
- raising awareness of protected characteristics, our responsibilities and the benefits of diverse and inclusive teams.
- creating an environment that promotes disclosure of diversity characteristics and understanding of why that is important
- Developing the visibility and effectiveness of champions and staff networks
- consistently demonstrating inclusive, nurturing leadership at all levels – learning and development activity will support this
- taking seriously and acting upon allegations of inappropriate language, situations or practices and have the skills to mediate and investigate issues as soon as they arise, promptly at the root cause
- committing to getting the basics right – appropriate reasonable adjustments being consistently put in place for colleagues in a timely manner, with sufficient budget set aside to do so
- promotion of mental health action so it is prioritised equally with physical health
- promoting flexible and alternative working to deliver excellent working arrangements which meet business needs, whilst providing innovative and flexible solutions tailored to and supportive of individual needs and differences

DEVELOP A WORKFORCE THAT IS CONFIDENT AND EDUCATED IN ALL ASPECTS EDIB, THAT ENABLES EACH INDIVIDUAL TO REFLECT ON THEIR WORK STREAM AND HOW THIS CAN BE IMPROVED TO BECOME MORE INCLUSIVE.

- educating our workforce to improve understanding of barriers faced by particular groups so that all employees can help to remove these barriers, for example, improving the accessibility of documents

- Educating our leaders on the principles of EDIB and how to lead an inclusive culture
- Providing our workforce with the skills and understanding to challenge business as usual, seeking opportunities to improve our EDIB
- Providing opportunities for staff to engage with and hear from people with diverse experiences to widen understanding.

MAINTAINING OUR REPRESENTATION WHERE WE ARE DOING WELL AND IMPROVING OUR REPRESENTATION IN AREAS WHERE WE COULD IMPROVE. INVESTING IN THE DIVERSITY OF OUR EMPLOYEE AND GOVERNANCE PORTFOLIO

An organisation that is truly diverse actively seeks to attract people that represent a broad spectrum of experience, beliefs, education, and different ability. In creating an organisational culture that values EDIB and seeks to have this as a systemic part of our organisation it will, over time, naturally build a diverse people profile. However by taking specific interventions we will seek to accelerate this process by

- Understanding where the Trust is currently underrepresented using a matrix of qualitative and quantitative data
- Communicating, directly with under represented communities, our values, beliefs, structures and support to encourage positive engagement
- Inviting under represented communities into our schools to engage with our staff and pupils to support the work of those communities and groups

Increasing representation is one indicator of how successfully we are creating an inclusive workplace and building strong diverse teams. Diversity at all levels within the Trust will improve our effectiveness and productivity.

As a Trust we are committed to do this because it's the right thing to do - the chances provided to people shouldn't be linked to skin colour, age, religion, sexuality, gender or disability; just as they shouldn't be linked to where they grew up or went to school. Additionally, research has demonstrated that the more diverse an organisation becomes it is more likely to be achieving highly (Makinsey, 2015, 'Diversity Matters').

Our key aims are:

- *To be open and transparent about our representation*

We are open and transparent on both areas we do well in and where we want to improve. We will ensure the results are discussed at Board, Director and senior management levels, as well as with our staff, including through our Employee Engagement Hub.

We will report our progress on an annual basis. We will take action to address any areas for improvement.

- *To take action to improve under representation for those groups at all levels*

We will ensure we recruit and promote talent from and opportunities to all sections of society to ensure the Trust and its family of schools is open to all.

We are committed to going beyond our statutory requirements; our focus on diversity and inclusion will not be limited to protected characteristics. For example, we want to be mindful of social inclusion issues and cognitive diversity.

We will start by capturing the socio-economic and cognitive background of our employees so that we can take steps to ensure it is representative of the diverse sector.

We will ensure that our recruitment is fair, open and inclusive. Where not in place now we will ensure strength-based assessments are incorporated into our processes, to ensure a more open, inclusive approach to assessing candidates. These assessments being impact-assessed against protected characteristics.

We will ensure our internal processes and procedures have inclusion at their heart so that we can retain diverse talent.

Our leaders are required to hold regular development and career conversations with staff, to help ensure all staff have equal opportunities for learning, training and professional development. They will be trained in unconscious bias.

MEETING OUR STATUTORY REQUIREMENTS

The Trust will continue to meet its core statutory responsibilities by ensuring that we are compliant with the Equality Act.

The Equality Act legally protects people from discrimination in the workplace and in wider society. The Commission does not tolerate direct or indirect discrimination, victimisation or harassment full stop, in relation to the below protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

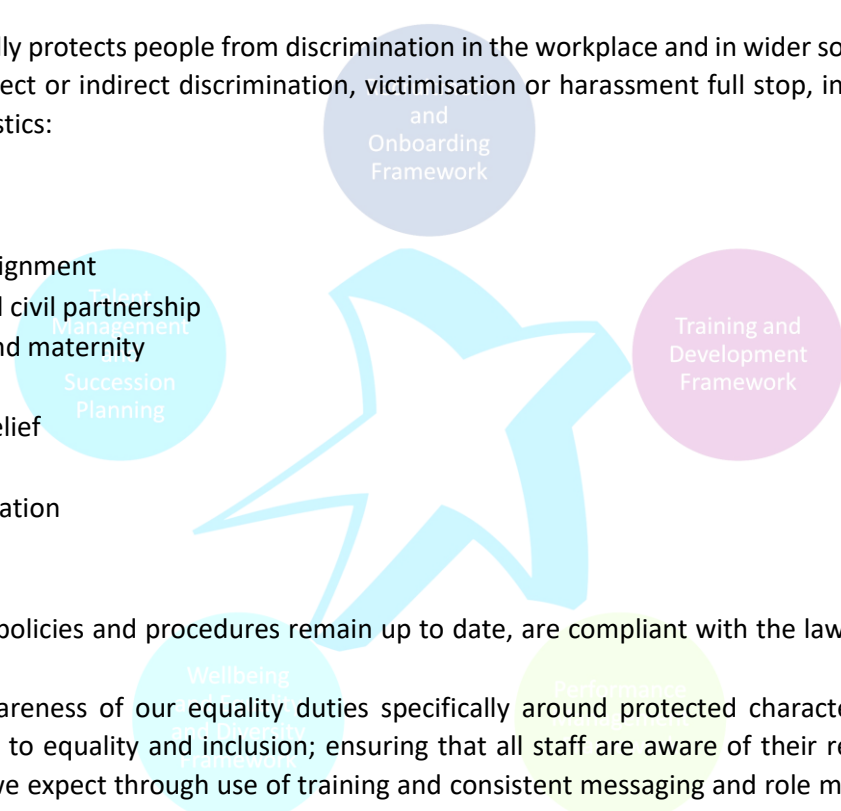
We will ensure:

- our internal policies and procedures remain up to date, are compliant with the law and reflective of best practice
- we raise awareness of our equality duties specifically around protected characteristics and our wider commitment to equality and inclusion; ensuring that all staff are aware of their responsibilities and the behaviours we expect through use of training and consistent messaging and role modelling from Leaders, Directors and the Board
- there are clear, well communicated procedures in place explaining how to raise concerns or complaints. All issues will be taken seriously, no matter who they are from or who they are involve. They will be considered and acted upon with a focus on independence, timeliness and impartiality. We will ensure that appropriate support is in place for those who raise complaints. As an organisation, we will learn lessons from complaints and encourage the individuals involved, to do so too

We will report our gender pay gap on an annual basis and will take action to address disparities.

We will comply with the public sector Equality Duty which requires public authorities, in carrying out their functions, to have due regard to the need to achieve the objectives set out in the Equality Act to:

- eliminate discrimination
- advance equality of opportunity
- foster good relations between different people when carrying out their activities



To ensure transparency, and to assist in the performance of this duty, the Equality Act requires public authorities to publish:

- equality objectives, at least every four years
- information to demonstrate their compliance with the public sector Equality Duty

GOVERNANCE

Equality Diversity, Inclusion and belonging is the responsibility of all staff, everyone is expected to contribute to creating an inclusive culture and environment.

The Directors are ultimately accountable for the delivery of the four objectives that are outlined within this Strategy and will hold staff to account for their implementation.

IMPLEMENTATION PLAN

Some of what we need to do to achieve our aims is embedded in business as usual. However, we will also take some specific actions to complement business as usual and achieve further changes.

They will be recorded on an implementation action plan that will be continually updated and progress will be assessed by the Diversity and Inclusion Lead Director, and progress reported on to the Board at least once a year.

MEASURING PROGRESS

The implementation plan will include measurement against the following below criteria:

- a suite of diversity statistics to be produced and analysed by HR annually
- public sector equality duty – reported upon and analysed annually
- gender pay gap data
- learning and development data
- Regular people survey
- Regular pupil survey

This strategy is to be reviewed in 2024

