



We believe, you achieve

Equality Objectives 2018-2022



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 2018 to 2022, 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 unwavering 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 inclusion and diversity in which all those connected to Shaw Education Trust feel proud of their identity and ability to participate fully in school life.

2 Objective 1

- 2.1 In all its central policy development, Shaw Education Trust will pay due regard to the equality duty.
- 2.2 Shaw Education Trust senior leaders will ensure each policy contains information about the impact on equalities.
- 2.3 Shaw Education will provide training for key staff in the implementation of each policy.
- 2.4 The Shaw Education Trust Board of Trustees will ensure they hold senior leaders to account for ensuring central policy promotes the equality duty.

Actions

To ensure that we meet these objectives, we will:

- Be clear that all policy development must consider the equality duty.
- Carry out regular quality assurance checks on work in academies to ensure that academy leaders are acting in accordance with the relevant policies.
- Provide training to Directors, Academy Councillors and academy leaders if weaknesses in practice are found or there are new developments they should be aware of.

- 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.

Success criteria

- Improved reporting on equalities to the Board of Trustees.
- Stakeholder groups recognise Shaw Education Trust's impact in implementing the equality duty to be of high quality.

3 Objective 2

- 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.
- 3.3 Shaw Education Trust will provide training for senior staff in promoting the equality duty.
- 3.4 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.
- Increase awareness of equalities, diversity and inclusion through communications and training.
- Ensure that all new employees undertake equality training and all managers undertake training in the equality duty.

Success criteria

- Improved understanding of the equality duty by employees.
- Improved understanding of the protected characteristics by employees.
- No discrimination, bullying and harassment across the organisation.



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