



Equality, Diversity and Inclusion Statement

RET is committed to supporting and promoting equality, diversity and inclusion. We value and respect the different contributions that each of our staff, students, and stakeholders bring. We strive to create an inclusive culture that treats people equitably regardless of their:

- age
- disability
- ethnicity (including race, colour and nationality)
- gender
- gender reassignment
- religion or belief
- sexual orientation
- marriage and civil partnership
- pregnancy or maternity

We believe our inclusive values act as a moral touchstone and compass which grounds and directs all of our work:

Integrity: we lead ethically, demonstrate respect at all times and keep our promises. We try always to adopt the mantra 'listen first'. We ask questions and are curious to learn and understand more. This builds trust, enables deep and meaningful collaboration and inspires pride in our collective effort and achievements.

Ambition: we are unapologetically ambitious for all our young people and our schools. We are committed to supporting young people to achieve excellent outcomes which open doors to their best futures. Doing simple things well enables our school communities to thrive. This creates an aspirational culture where working hard and being successful is the norm.

Lead for Legacy: we have the humility to recognise that we only inhabit our roles for brief periods of time. We are stewards, building a future for the next generation. Sustainable school improvement takes times and resilience. This inspires restless leadership and commitment to developing others and developing teams, to step back whilst other step forward.



We have an essential role in improving people's life chances in the communities we serve to tackle inequality. We welcome and celebrate diversity acknowledging that not everybody starts with or experiences the same opportunities.

Our strategic plan helps us shape and develop our EDI work in governance, educational provision and RET as an employer.

July 2021



St Birinus School



Sutton Courtenay C of E Primary School

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