



Equalities, Diversity and Inclusion Plan 2021-22

RET is committed to supporting and promoting equality, diversity and inclusion (EDI), and does so in the context of the nine protected characteristics of the Equalities Act: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. We also recognise the significant issues highlighted by the Black Lives Matter (BLM) movement, and these have helped to shape this plan.

Our plan focuses on three key areas:

1. RET Governance:

- To ensure our Trust Board and Governing Bodies are sufficiently diverse to ensure adequate understanding of EDI needs and challenges

2. RET Education:

- To ensure the promotion and implementation of strong EDI practice in RET schools

3. RET as an Employer:

- To ensure that RET promotes EDI and has a diverse workforce

The strategic plan below is supported, where necessary, by operational action plans.

1. RET Governance		
Action	Lead	Timescale
a. Launch our EDI plan following the Trust Board meeting in May 2021	RW	By Sept 21
b. Collect and analyse EDI data from Trust Board and Local Governing Bodies every 2 years	SPH	Sept 21 -every 2 years
c. Improve the diversity of Trust Board and LGB membership by: <ul style="list-style-type: none"> • explicitly encouraging currently underrepresented groups to stand for membership in our communications • understanding the barriers to people applying/ participating and actively reaching out to people from under-represented groups as part of recruitment to Boards 	SPH	May 21 onwards
d. Devise and then deliver appropriate training to the Board and LGBs on EDI	SPH to source	Sept - Dec 21
e. Report on progress on the actions in this plan to the Trust Board	RW	Trust Board meetings
f. Publish a public statement articulating our position on EDI	RW	July 21

2. RET Education (Schools)		
Action	Lead	Timescale
<p>a. Set up a working party in each school to lead on this strand of the plan. These will be led by the Headteacher or a member of SLT. Working parties may include:</p> <ul style="list-style-type: none"> - Pastoral leads - PSHE Leads - Academic subject leads inc SLT curriculum lead - Student Voice – Diversity Leaders - RET Director of Ethos <p>This group will work towards the Bronze Equalities Award offered by Equaliteach</p>	HTs/ DHTs	Sept 21 onwards
<p>b. Students at SBS and DGS to complete a survey as first step to listening to their views on EDI and what more the schools can do to champion equalities and inclusion.</p>	SLT Lead	June 21 onwards
<p>c. Provide materials and support for leaders in schools to review curriculum content and implement change</p>	SLT Curriculum Lead	Sept 21 onwards
<p>d. Provide a survey for staff across the Trust to inform external training on EDI issues for all Trust staff during September Inset Day</p>	RW	Sept 21
3. RET as an Employer		
Action	Lead	Timescale
<p>a. Set up an internal EDI working party, with representation to lead on this strand of the plan from each of the Trust schools and RET Data Lead.</p>	RW	September 21 onwards
<p>b. Actions to be proposed by the working party, but could include:</p> <ul style="list-style-type: none"> • understand the barriers that exist organisationally and culturally and then what action we need to take • implementing blind recruitment processes • ensuring posts are advertised promoting diversity, using genderneutral language, and encouraging applications for flexible working/job shares where appropriate • reviewing and developing our public imagery and language to promote EDI • reviewing key policies, to ensure they promote EDI • reviewing the current staff survey to include a greater focus on EDI • considering positive action to improve diversity, particularly at management and leadership levels • introducing an obligatory equality impact assessment when major decisions are taken • identifying and collecting relevant data to promote EDI plans and enable appropriate target setting 	RW	To be determined
<p>c. identifying and publishing our gender pay gap, along with an action plan to address this</p>	LW	February each year