

Equity, Diversity & Inclusion (EDI)



Guidance for Living Our Values in Ebor Academy Trust

Our Intent

We want our Trust to be a place where people enjoy coming to work, feel respected, and are supported to do their best. Equity, diversity, and inclusion are not about rules, quotas, or targets — they are about how we treat one another and how it feels to be part of our organisation.

This guidance reflects our values of **Excellence, Belonging, Opportunity, and Respect**, and how we aim to bring them to life every day.

Excellence

We achieve excellence when people with different perspectives, experiences, and ideas are welcomed and encouraged to contribute.

What this looks like in practice:

- Creating environments where everyone can do their best work.
 - Encouraging open thinking, collaboration, and constructive challenge.
 - Continually reflecting on how our ways of working support high performance for all.
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Belonging

Belonging means feeling safe, valued, and accepted — not needing to change who you are to fit in.

What this looks like in practice:

- Welcoming people and helping them feel part of the team from day one.
 - Encouraging inclusive conversations where everyone's voice can be heard.
 - Listening to lived experience and responding with empathy and care.
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Opportunity

We want everyone to have fair access to opportunities to grow, contribute, and progress. Equity means recognising that different people may need different kinds of support.

What this looks like in practice:

- Making thoughtful and fair decisions about development, work allocation, and progression.
 - Supporting learning, growth, and flexible pathways that reflect different strengths and ambitions.
 - Removing barriers that may unintentionally limit participation or potential.
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Respect

Respect underpins everything we do — how we communicate, how we disagree, and how we support one another.

What this looks like in practice:

- Treating everyone with dignity, kindness, and professionalism.
 - Encouraging curiosity, understanding, and respectful challenge.
 - Creating a psychologically safe environment where people feel able to speak up without fear of judgement or retaliation.
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Shared Responsibility

Creating a positive, inclusive workplace is everyone's responsibility.

- **Everyone** is expected to act in line with our values and consider the impact of their behaviour on others.
 - **Leaders and managers** are expected to model inclusive behaviours and create supportive, psychologically safe teams.
 - **The organisation** is committed to providing the support and space needed for people to thrive.
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Listening and Learning

We are committed to listening, learning, and improving. This guidance will evolve as we better understand what helps people feel engaged, supported, and happy at work. Our aim is simple: **to create a workplace where people feel they belong, are respected, have opportunities to grow, and excel together.**