



Equality Information and Objectives

Public Sector Equality Duty Statement

Aims:

Yorkshire Endeavour Academy Trust (YEAT) and its Academy Schools aim to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it;
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

We will collect and use equality information to help us to:

- Identify Key issues – To understand the impact of our policies, practices on decisions with different protected characteristics
- Assess the effectiveness of our policies and practices, inform planning processes and actions we take.
- Benchmark our processes and performances against those of similar organisations
- Have due regard to the aims of the general equality duty by ensuring staff have appropriate information for effective decision making.

Introduction

Our Trust considers how we can get rid of discrimination, give children an equal chance, and encourage everyone to get along. All YEAT headteachers have special responsibility for equality matters.

Here are some of the ways we promote equality at YEAT:

- The schools gather information on the pupil population broken down by ethnicity, gender, SEND and Pupil Premium.

This information is used to provide an overview of the groups within our schools and is shared with governors and Trustees.

- YEAT schools gather information about significant difference in attainment between key groups:
 - girls and boys,
 - pupils of different ethnic backgrounds,
 - pupils with and without SEND,
 - pupils who are eligible for Pupil Premium and those who are not.

This (anonymised) information is shared with governors and Trustees and is used to support teaching and learning and allocation of additional support.

- Pupil Premium money is targeted to specific groups.
Full details of our how our Pupil Premium funding is allocated is available in the Pupil Premium Funding Statement on our school websites.
- There are clear procedures for dealing with prejudice-related bullying and incidents. Our anti-bullying policies are available on the school websites.

These are our objectives:

Across the Trust, there is a gap between the attainment of pupil premium children and non-pupil premium children. We are aiming to eradicate this.

There is also a significant gap between the attainment of children with SEND and those without. We are exploring ways to accelerate progress of these children.

We have identified many vulnerable children in our Trust and we are therefore embarking on the Nurture School training, using the Boxall Profile in order to become a Nurture Trust to support the emotional wellbeing of all children.

Signed M Brown (Chair of Trustees) Date 10th July 2025

Signed C Zanelli (CEO) Date 10th July 2025