



## Equality Information and Objectives

### Public Sector Equality Duty Statement

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## Introduction

Yorkshire Endeavour Academy Trust is committed to providing an inclusive, respectful and supportive environment where every child, colleague, trustee, governor and member of the wider community is valued and able to thrive.

The Trust recognises its responsibilities under the Equality Act 2010 and, in carrying out its functions, will have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between people who share a protected characteristic and those who do not; and
- foster positive relationships and mutual respect between different groups within our communities.

The Trust’s approach to equality reflects its commitment to ethical leadership, inclusive practice and ensuring that all children have access to high-quality education and support.

This commitment is underpinned by the Trust’s values of being Ethical, Nurturing and Brave, which shape how we work with and support our pupils, colleagues, families and communities.

## Our Approach

The Trust and its schools use equality information to:

- understand the needs and experiences of pupils, staff and stakeholders;
- identify barriers to participation, progress or achievement;
- inform strategic planning, decision making and resource allocation;
- evaluate the effectiveness of policies, procedures and provision;
- support compliance with statutory duties; and
- promote fairness, inclusion and positive outcomes for all.

Equality considerations are embedded within Trust improvement planning, school development priorities and governance oversight arrangements.

## Monitoring and Information

The Trust monitors a range of information relating to protected characteristics and vulnerable groups, including:

- ethnicity
- sex
- special educational needs and disabilities (SEND)
- disadvantage and pupil premium eligibility
- attendance and exclusions; and
- attainment and progress outcomes.

This information is reviewed by school leaders, governors and Trustees in order to support effective challenge, informed decision making and continuous improvement.

All information is handled in accordance with data protection legislation and reported in an appropriate and anonymised manner where necessary.

## Equality Objectives

The Trust has identified the following priorities across its schools:

### **Reducing Attainment Gaps**

To continue working towards reducing differences in attainment and progress between disadvantaged pupils and their peers through high-quality teaching, targeted intervention and effective use of additional funding.

### **Improving Outcomes for Pupils with SEND**

To strengthen provision and support for pupils with SEND in order to improve progress, inclusion, independence and wider outcomes.

### **Promoting Inclusion and Wellbeing**

To further develop nurturing and inclusive approaches across the Trust to support children's emotional wellbeing, belonging and readiness to learn.

The Trust is committed to creating inclusive environments where children feel safe, respected and valued. All schools across the Trust have adopted nurturing approaches to support wellbeing, relationships and inclusion.

The Trust also promotes children's rights and pupil voice through its commitment to Rights Respecting practice across its schools, including one school currently holding UNICEF Rights Respecting Schools Gold Award accreditation.

#### **Developing Inclusive Culture and Practice**

To ensure equality, diversity and inclusion are reflected within Trust culture, curriculum design, recruitment practices, professional development and stakeholder engagement.

### **Governance and Review**

The Trust Board is responsible for ensuring compliance with the Public Sector Equality Duty and for monitoring progress against the Trust's equality objectives across all schools within Yorkshire Endeavour Academy Trust.

School Improvement Boards (SIBs) monitor equality information, inclusion and progress against objectives at school level, providing local challenge and assurance in relation to pupils, provision and community needs.

The Trust Board receives oversight and assurance across the Trust as a whole, using this information to evaluate impact, identify trends and ensure that equality considerations remain embedded within strategic decision making and Trust improvement priorities.

This statement will be reviewed periodically to ensure it remains aligned with statutory requirements, Trust priorities and the communities served by the Trust.

**Approved by the Board of Trustees May 2026**