



# Equality, Diversity and Inclusion Policy 2026

## 1. Introduction

This Equality and Diversity Policy represents a commitment to a common set of values and objectives, and to a consistent approach to communicating, implementing and monitoring the policy. It has been established in accordance with the values of the Trust.

## 2. Aims

We recognise that the public sector equality duty has three aims and they are to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct under the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who have a shared characteristic and those who do not.

Endeavour Learning Trust will annually review how well we achieve these aims with regard to the protected groups under the Equality Act 2010 (race, disability, gender, gender reassignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation).

All of our academies are committed to advancing and achieving equality of opportunity for all students, parents & carers, colleagues, Trustees, Local Academy Councillors and visitors.

Endeavour Learning Trust recognises our belief that every individual is unique and of great value. We are firmly committed to ensuring the Trust offers an inclusive environment, with an equality of opportunity for all.

## 3. Policy

Endeavour Learning Trust values and respects individuals' differences. These differences include, but are not limited to gender, pregnancy and maternity, ethnicity, culture, age, disability, sexual orientation, gender identity, religion or belief, marital and civil partnership status, and those with a caring responsibility.

Endeavour Learning Trust does not tolerate any form of harassment, bullying or discrimination in or out of the workplace. We embrace diversity and individual differences, and aim to create a culture, environment and practice at all levels which encompasses acceptance, respect and inclusion.

Endeavour Learning Trust is committed to:

- Creating a community where diverse cultures are celebrated, where everybody feels welcome and can use their differences to develop themselves and the environment they work in.
- Embedding a culture that is based on the values of the Trust and gives consideration to how behaviour affects others in and outside the organisation.
- Regularly reflecting on its own practice to ensure that what it does, doesn't create barriers to participation for students, colleagues, Local Academy Councillors and Trust Board members.

- Providing outstanding opportunities and education to all its communities and championing all of the communities it serves.

We recognise the importance that Equality and Human Rights legislation has to play in promoting equality and eliminating unlawful discrimination, but we will always seek to exceed our legal obligations. We aim to provide an inclusive environment for all our colleagues, students and community creating a culture where they can contribute and be their best.

Endeavour Learning Trust will:

- Set equality objectives (reviewed annually), and publish information to demonstrate its compliance with the Public Sector Equality Duty.
- Seek to ensure that the Trust Board and Local Academy Councillor recruitment attracts a representative sample of our communities, in particular, we aim to have a balanced gender composition. In the case where this balance does not represent the population, we will formally review our recruitment efforts to ensure they are inclusive and make improvements where appropriate.
- Review all policies and practices on a rolling basis to ensure they meet legal obligations, and work to exceed these.
- Create a culture that drives positive behaviour.
- Have a clear complaints procedure.
- Bi-annually review recruitment processes to ensure that our practice supports our values.
- Ensure our procurement criteria are inclusive and support our values.
- Work in partnership with organisations that support Endeavour Learning Trusts values and mission.

Our Academies will:

- Be at the heart of their communities, create a welcoming environment for all, celebrate the diversity of the communities they serve and promote community cohesion.
- Ensure that diversity, equality and inclusion runs through everything we do and is included in all policies when reviewed.
- Provide a safe environment where adults are dedicated to protecting the rights, meeting the needs and supporting the aspirations of children. Each Academy will be recognised by all as an inclusive, high quality learning environment.
- Bi-annually review admissions processes to ensure that our practice supports our vision for equality, diversity and inclusion.

Endeavour Learning Trust will ensure their Local Academy Councils are open and inclusive by:

- Asking for annual reviews.
- Aiming to ensure that their Local Academy Council recruitment attracts a representative sample of their communities, and in particular has a balanced gender composition.
- Communicating in an open and inclusive manner.
- Advertising community/staff/parent/carer governing opportunities to all communities the academies serve.

## 4. Policy

Endeavour Learning Trust have set the following objectives:

1. To be leaders in the education sector for equality, diversity and inclusion.
2. To plan systematically to improve our understanding and promotion of equality, diversity and inclusion by establishing a focus group to drive this aspect of our work and ensure that our equality, diversity and inclusion practices are sector-leading.
3. To embed a strong data management system across the Trust to help support each academy to monitor and analyse pupil achievement and progress by ethnicity, gender and disability, and act on any trends or patterns in this data which identify the need for additional support for pupils with the aim of narrowing the gap for equality groups.
4. To implement a Trust-wide HR information system, ensuring that this incorporates the ability to provide robust reporting and monitoring of equalities data and analyse the data to identify our staff demographic with the aim of narrowing the gap for equality groups.
5. Through the use of peer networks across the Trust, to ensure that the PSHE curriculum across the Trust is broad and balanced, and provides students with a high-quality education surrounding equality, diversity and inclusion.



# Realising Potential

For our Children | For our Colleagues | For our Communities

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