



# YCAT

## Equality Objectives

<b>Document History</b>	
Created or reviewed:	February 2025
Reviewing officer:	Trust Board
Review frequency:	Four Yearly
Review date:	February 2029

Under the Equality Act 2010, all schools are required to:

- Eliminate discrimination and other conduct that is prohibited by the Act,
- 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.

Yorkshire Collaborative Academy Trust is built on shared core values and supports the needs of all children and adults in our family of schools. YCAT's approach to equality is based on the following key principles:

1. We value every member of the Trust family; children, parents and carers, staff, Governors, Trustees and Members, and celebrate their diversity.
2. We foster collaboration, kindness, inclusion and opportunity for all.
3. We do not tolerate discrimination, harassment or prejudice.

To ensure that all pupils are protected from discrimination, the Trust collects information on protected characteristics, and in addition we collect information on:

- Pupils eligible for Free School Meals (FSM)
- Pupils with Special Educational Needs and Disabilities (SEND)
- Disadvantaged groups
- Pupils with English as an Additional Language (EAL)
- Young carers
- Looked-after children
- Other vulnerable groups

The Trust uses this information to identify how to make improvements in promoting equality and diversity, with regard to the Public Sector Equality Duty.

Our Equalities Objectives, based on needs analysis, for the period 2025-29 are:

1. To improve disability access across the YCAT estate
2. To improve accessibility to after-school provision for pupils in the vulnerable groups listed above
3. To ensure that Local Governing Body and Trust Board membership is diverse and reflective of the communities it serves

You will find more information on how we promote equality of education and opportunity for all in the following documents (available on the YCAT website and websites of the Trust schools):

YCAT Schools Accessibility Statements  
YCAT Equalities Information  
YCAT Equality Policy