



Equality Statement

At Boston Endeavor Academy, we are fully committed to promoting equality, diversity and inclusion for all members of our community.

We believe that every pupil, employee, parent, carer and visitor should be treated with dignity, respect and fairness, regardless of their background, identity or individual circumstances.

As part of the Community Inclusive Trust (CIT), we support the Trust's vision of creating a culture that celebrates diversity and champions equality and inclusion. We are committed to ensuring that equality considerations are embedded within our policies, procedures, curriculum, safeguarding arrangements and day-to-day practice.

Our Legal Duties Boston Endeavour Academy complies with the Equality Act 2010 and the Public Sector Equality Duty.

In carrying out our functions, we have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.
- Advance equality of opportunity between those who share a protected characteristic and those who do not.
- Foster good relations between people with different protected characteristics and promote understanding, respect and inclusion.

The protected characteristics under the Equality Act 2010 are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity

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- Race
- Religion or belief
- Sex
- Sexual orientation

We recognise that pupils have different starting points, strengths and needs and we work to remove barriers to participation, learning and achievement. We are particularly focused on improving outcomes, attendance, engagement and life opportunities for:

- Pupils with Special Educational Needs and Disabilities (SEND)
- Pupils with English as an Additional Language (EAL)
- Pupils experiencing disadvantage
- Any pupil who may experience barriers due to a protected characteristic

Curriculum and Personal Development

We promote equality, diversity and mutual respect through our curriculum, personal development programme, assemblies and enrichment opportunities.

Our curriculum reflects a broad range of cultures, identities, experiences and perspectives, helping pupils to:

- Understand and respect differences.
- Develop positive relationships with others.
- Recognise and challenge prejudice and discrimination.
- Build a strong sense of belonging within our school community.

Staff Equality and Wellbeing

We are committed to ensuring equality of opportunity for all employees through fair recruitment, retention, professional development and leadership opportunities. We strive to create a workplace where staff feel valued, supported and treated fairly, and where wellbeing, inclusion and professional growth are actively promoted.

Accessibility

Boston Endeavour Academy is committed to improving accessibility for pupils, staff, parents, carers and visitors.

Through our Accessibility Plan, we seek to:

- Improve access to the curriculum.
- Improve the physical environment where possible.
- Improve access to information and communication.
- Ensure that digital resources and services are accessible and inclusive.

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Consultation and Engagement

We recognise the importance of listening to those affected by our decisions. We engage with pupils, families, staff, governors and the wider community to help identify barriers, celebrate successes and inform future improvements.

Feedback from stakeholders contributes to our ongoing evaluation of equality, inclusion and accessibility across the school.

Monitoring and Accountability

The school Senior Leadership Team and Local School Board monitor the implementation of this statement and the Trust's Equality Objectives. Progress is reviewed through:

- Pupil attainment and progress information.
- Attendance and behaviour data.
- Safeguarding and wellbeing monitoring.
- Stakeholder feedback and pupil voice.
- Staff wellbeing and workforce information.
- Accessibility planning and review processes.

Equality Objectives

Boston Endeavour Academy adopts the Community Inclusive Trust Equality Objectives and will work towards:

1. Reducing disparities in educational outcomes, attendance and engagement for pupils with protected characteristics, particularly those with SEND, EAL and those experiencing disadvantage.
2. Ensuring an inclusive curriculum and culture that promotes belonging, respect and understanding.
3. Promoting fairness, wellbeing and equality of opportunity for all staff.
4. Improving accessibility across our environment, services and communications.
5. Ensuring that school operations, partnerships and procurement activities reflect ethical and equitable principles.

Review

This statement will be reviewed annually and updated as necessary to reflect changes in legislation, school priorities and the needs of our community.