

Ebor Equality Objectives

The Public Sector Equality Duty (PSED) has three aims:

We must have 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.

The following equality objectives were set in autumn 2022:

Quality of Education

1. All learners will have access to the highest quality of teaching and will be able to access a rich, deep curriculum with fulfilling life experiences.

Achievement

2. Our aspiration is to raise outcomes for all pupils, creating a learning environment where all pupils feel supported, rewarded and inspired, accelerating the progress of less advantaged pupils and those with special educational needs.

Wellbeing

3. Foster an inclusive, safe and healthy environment, where everyone can be themselves, give their best and feel proud to work and learn within the family of schools at Ebor Academy Trust. We believe that wellbeing is an entitlement for all. We will embed our staff wellbeing strategy, fostering a culture of nurture, personal and professional growth.

School Objective

4. To develop a personalised curriculum to support all children, with a particular focus on raising attainment for children with SEND and also those who are entitled to pupil premium funding.

Annual Review of Objectives autumn 2025:

OBJECTIVE	PROGRESS TO DATE	EVIDENCE
<p>Quality of Education</p> <p>All learners will have access to the highest quality of teaching and will be able to access a rich, deep curriculum with fulfilling life experiences.</p>	<ul style="list-style-type: none"> - induction training new teachers. - Subject leader deep dives. - Teaching and learning observations. - Phase leader meetings and curriculum documents shared - Access to a REAL and relevant, enriching curriculum. 	<ul style="list-style-type: none"> - Lesson observation feedback. - Shared curriculum drive. - Newsletters and curriculum documents shared with families.
<p>Achievement</p> <p>Our aspiration is to raise outcomes for all pupils, creating a learning environment where all pupils feel supported, rewarded and inspired, accelerating the progress of less advantaged pupils and those with special educational needs.</p>	<ul style="list-style-type: none"> - Communication Friendly Spaces guidance is implemented throughout the school. - Star and leaf celebration assemblies. - Data capture and PPM meetings. - Bespoke WEB interventions delivered to model and support children's personal development which in turn accelerates learning. 	<ul style="list-style-type: none"> - Classroom observations - Learning walks - progress data
<p>Wellbeing</p> <p>Foster an inclusive, safe and healthy environment, where everyone can be themselves, give their best and feel proud to work and learn. We believe that wellbeing is an entitlement for all.</p>	<ul style="list-style-type: none"> - safeguarding audits completed by all class teams and monitored by LN. - Class check ins carried out daily and Wellbeing interventions implemented where needed. - Better place to work resource is used to support staff 	<p>Check in monitoring WEB intervention impact data</p> <p>SAS wellbeing service Better Place to work data.</p>

	<p>wellbeing</p> <ul style="list-style-type: none"> - Staff shoutouts implemented space. - Bespoke WEB interventions implemented. 	
<p>School Objective</p> <p>To develop a personalised curriculum to support all children, with a particular focus on raising attainment for children with SEND and also those who are entitled to pupil premium funding.</p>	<ul style="list-style-type: none"> - Curriculum review - Pupil Progress meetings - Intervention planning - Allocation of staffing and resources - Liaison with other agencies and specialist services 	<ul style="list-style-type: none"> - classroom observations - discussions with pupils - progress data - intervention progress data