

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 all our children's understanding of diversity through an ambitious curriculum which embraces equality, diversity and inclusion. To ensure that our children actively promote and encourage these core values in themselves and in others.

Annual Review of Objectives Autumn 2023:

OBJECTIVE	PROGRESS TO DATE	EVIDENCE
Quality of Education 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.	Curriculum plans completed for two-year plan showing progression. Curriculum enrichment plans in progress to map out visits, visitors and experiences for children. LYFTA use in progress of being mapped out and implemented to broaden horizons.	MTPs for all subjects Curriculum enrichment overview
Achievement 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.	Progress seen in KS2 SATs data from baselines for all children including those with SEND. SEND tracking and reviews in place.	KS2 progress data Year 1 PSC data Year 4 MTC data
Wellbeing 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.	New wellbeing lead trained, new systems for recording wellbeing intervention and monthly triangulation meetings. Robust safeguarding systems in place. PSHE provision covers mental health and wellbeing.	Wellbeing intervention documents. Safeguarding training slides and audit. PSHE curriculum plans. Triangulation meeting records.
School Objective To develop all our children's understanding of diversity through an ambitious curriculum which embraces equality, diversity and inclusion. To ensure that our children actively promote and encourage these core values in themselves and in others.	Audit of curriculum and LYFTA opportunities in process of being mapped out. Pupil Parliament work on equality, diversity and inclusion including audit and pupil/parent voice.	Curriculum plans Pupil Parliament audit