

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. Ensure tolerance and respect towards individuals who identify with any of the protected characteristics.

Ensure regular analysis of any negative behaviour incidents to identify any patterns related to protected characteristics, e.g. racism, and ensure any necessary action is taken to mitigate this, e.g. further education, involvement of parents/carers etc

Utilise collective worship (assembly) opportunities to promote equality and diversity and to tackle issues of discrimination or oppression for any protected groups.

Respond to world news/current affairs issues (related to any individuals/protected characteristics) through assemblies or PSHE sessions

Continue to promote the school's position regarding equality through communication channels with parents/carers so that there is a shared appreciation of diversity and/or British Values

Annual Review of Objectives autumn 2023:

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"> Progressive curriculum regularly reviewed in training Five Keys document in place for History and Geography curriculum to ensure that staff are clear about priorities and whether learning outcomes have been met Trips connected to curriculum learning coverage where possible Additional trips to sports cluster events Range of visitors arranged to speak with pupils Quality first teaching across school Creative curriculum embraces linked learning Quality CPD for staff 	<ul style="list-style-type: none"> Documentation in place for Five Keys documents Monitoring cycle SEF/SDP Twitter feed and school website embraces varied learning opportunities on offer Parent voice feedback Pupil voice feedback Ofsted report (January 2024) Governor Monitoring log CPD log evidencing input given to staff via Staff Curriculum meetings and Trust network meetings
<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"> Pupil progress meetings with teaching team monitor outcomes and set targets to make improvements. Meetings with SENCO to identify pupils who need additional and different support. CPD delivered by SENCO to maximise opportunities for SEND children to make progress School values and reward system 	<ul style="list-style-type: none"> Evidence of pupil progress meetings CPD log SEND Information report publicised on school website CPOMS tracking system Pupil voice feedback Parent voice feedback Monitoring log School policies Internal data tracking

	<ul style="list-style-type: none"> Developing teaching responsive to children's learning styles and starting points 	
<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. We will embed our staff wellbeing strategy, fostering a culture of nurture, personal and professional growth.</p>	<ul style="list-style-type: none"> Pastoral Lead offering nurture provision (J Bell) Daily class team check ins in all classes which give children opportunity to express their feelings School assemblies and special events Weekly Wellbeing Wednesday sessions Weekly PSHE sessions Senior Mental Health Lead appointed and CPD completed with action plan in place 	<ul style="list-style-type: none"> Safeguarding though for the week log Wellbeing Wednesday slides CPOMS reporting tool Monitoring log Pupil voice Parental views Senior Mental Health Lead curriculum and action plan
<p>School Objective</p> <p>Ensure tolerance and respect towards individuals who identify with any of the protected characteristics</p> <p>Ensure regular analysis of any negative behaviour incidents to identify any patterns related to protected characteristics, e.g. racism, and ensure any necessary action is taken to mitigate this, e.g. further education, involvement of parents/carers etc</p> <p>Utilise collective worship (assembly) opportunities to promote equality and diversity and to tackle issues of discrimination or</p>	<ul style="list-style-type: none"> Clear behaviour expectations policy in place to evaluate behaviour choices and to show acceptable/unacceptable behaviours Weekly PSHE sessions NSPCC speak out stay safe Diversity role models staff meeting and follow up day of sessions throughout school. Pupil Parliament PSHE curriculum Updated our SRE and PSHE curriculum Curriculum planned to incorporate principles of equality and promote positive 	<ul style="list-style-type: none"> CPOMS tracking too PSHE and SRE curriculum Website Twitter feed Newsletters Parenthub Curriculum Planning

<p>oppression for any protected groups</p> <p>Respond to world news/current affairs issues (related to any individuals/protected characteristics) through assemblies or PSHE sessions</p> <p>Continue to promote the school's position regarding equality through communication channels with parents/carers so that there is a shared appreciation of diversity and/or British Values</p>	<p>attitudes towards diversity.</p> <ul style="list-style-type: none"> • SLTtriangulation meetings • Parent meetings • Celebrating differences themed week - Different Families, Same Love learn through week • NSPCC programme • Parent Code of Conduct implemented 	
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