



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 2023:

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. Offer a range of cultural capital and enrichment that will be equally accessible for all children within our school community.

Nov 2023: Schools to complete the annual review below detailing progress made against the 4 PSED objectives. Once completed this form should be presented to your LGB and returned to W Harrington to summarise to the board.

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"> - induction training new teachers or new roles. - Subject leader deep dives. - Teaching and learning observations. - Phase leader meetings and curriculum documents shared 	<ul style="list-style-type: none"> - Lesson observation feedback - recorded on teacher tracker. - 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"> - Nurture UK accreditation. - Weekly celebration worship time linked to school values. - Data capture and PP meetings. - Phase and subject leader data shared to support targeted groups. - Lead school within the trust for Phonics. 	<ul style="list-style-type: none"> - School website. - Nurture UK video and report. - Pupil Progress meeting records. - Pupil Parliament meetings. - Weekly celebration worship time linked to school values.
<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 CW. - Staff work stations created in the staff room and top office. - Senior Mental Health Lead for our school identified and training planned. - Pastoral support for children and families. 	<ul style="list-style-type: none"> - safeguarding audits completed by all class teams and monitored by NE. - My Happy Mind training for staff. - My Happy Mind sessions provided for all children throughout school. - Lunchtime yoga and mindfulness clubs.
<p>School Objective</p> <p>Offer a range of cultural capital and enrichment that will be equally accessible for all children within our school community.</p>	<ul style="list-style-type: none"> - Introduced Lyfta resource in Key Stage One classes. - Picture News used as a weekly class Collective Worship. - Year 1 and Year 2 classes all receive free swimming lessons. - We offer a variety of lunchtime and after school clubs e.g. PE, Cookery, 'Wonder Time', Yoga, Mindfulness, Recorder Group etc. 	<ul style="list-style-type: none"> - Lyfta planning and lessons. - Picture News planning and lesson observations - teacher tracker. - Swimming certificates. - Pupil Voice. - School Website.