



## Ebor Equality Objectives

We recognise that 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.

**Ebor Academy Trust Vision:** • To deliver high quality, rich and engaging education at the heart of our diverse communities.

- To do this, we are committed to building professional collaborations of best practice across and beyond the Trust.

In this way, we seek to enable all our learners to flourish and open doors to their best futures

### **Ebor Academy Strategic Priorities:**

- 1: School Improvement: Increasing and maintaining the high quality of provision in all our schools
- 2: Culture: We will operate as one Trust with many schools, and all Stakeholders will recognise the contributions they make to the wider organisation.
- 3: People: Develop our people and recruit and develop the best staff driven by moral purpose to improve life chances of adults and children through education
- 4: Delivery, Capacity, Growth: Ensure Trust at all levels delivers sustained improvement and has capacity for potential growth
- 5: Partnerships: Further strengthen practice and provision by strengthening relationships with RSC, other MATs, schools and community opportunities

### **Ebor Academy Trust Values**

Ebor Academy Trust seeks to live its values for all learners – children, adults, the wider community:

**Excellence:** All those who are part of Ebor Academy Trust, whether children or adults, will be supported to achieve excellence in all they do.

**Belonging:** We act as one organisation, responsible for supporting each other to achieve the best we can.

**Opportunity:** We provide learning that is relevant, motivating and engaging and that releases a child's curiosity and creativity. We provide career pathways for the adults in our

organisation so that everyone can achieve their aspirations and fulfil their potential.



**Respect:** We acknowledge and celebrate that all people are different and can play a role in the Ebor family, whatever their background or ways in which they learn. We celebrate the diversity within our localities and the unique characteristics within each setting.

We have set the following 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 Objectives

1. To promote pupils' understanding of identity, diversity, community and equality. Diversity Role models will be embedded into our school curriculum to celebrate and embrace differences, encourage tolerance and respect for ALL.

*Schools to complete the annual review below detailing progress made against the objectives. Once completed this form should be presented to your LGB and returned to W Harrington to summarize to the board.*

### Annual review of Objectives Autumn 2024

OBJECTIVE	PROGRESS TO DATE	EVIDENCE
<b>Quality of Education</b> All learners will have access to the highest quality of teaching and will be able to access a rich, deep	<ul style="list-style-type: none"><li>● Progressive curriculum regularly reviewed</li><li>● Humanities regularly reviewed.</li><li>● Trips connected to Haxby 100</li></ul>	Curriculum planning Haxby Road 100 Teacher Tracker Monitoring cycle SEF/SDP Reach Project

<p>curriculum with fulfilling life experiences.</p>	<ul style="list-style-type: none"> <li>● Quality first teaching across school</li> <li>● Creative curriculum</li> <li>● Part of the York REACH project</li> <li>● Quality CPD for staff</li> </ul>	
<p><b>Achievement</b> 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"> <li>● Introduction of PIXL and their therapies.</li> <li>● Session with SENCO to identify pupils who needed additional and different support.</li> <li>● Established a Barriers to Success team, which focuses on removing barriers and ensuring children have the right support, including multi agency working.</li> <li>● School values and reward system</li> <li>● Developing teaching responsive to children's learning styles and starting points</li> </ul>	<p>PIXL data IDSR School policies Internal data tracking Pupil Premium Report</p>
<p><b>Wellbeing</b> 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 in an entitlement for all.</p>	<ul style="list-style-type: none"> <li>● Trust Lead for Mental Wellness</li> <li>● Mental Wellness curriculum in place across school with bespoke lessons for each year group based on current needs.</li> <li>● Partnership with Wellbeing in Mind and School Wellbeing Service.</li> <li>● Zones of regulation and emotion coaching in place.</li> <li>● Parental involvement</li> <li>● School assemblies and special events</li> </ul>	<p>Pupil voice Parental views Mental Health curriculum and action plan Audit carried out by the Wellbeing in Mind team and identified priorities for 24-25. Safeguarding audits per class SAS wellbeing links and training planned Whole school culture and diversity training PSHE curriculum is strongly embedded across school.</p>
<p><b>School Objective</b> To promote pupils' understanding of identity, diversity, community and equality. Diversity Role models will be embedded</p>	<ul style="list-style-type: none"> <li>● NSPCC speak out stay safe</li> <li>● Diversity role models embedded within the curriculum</li> <li>● Celebrating Differences topic in PSHE</li> </ul>	<p>PSHE and SRE curriculum Website Newsletters Parenthub Curriculum Planning Twitter</p>

<p>into our school curriculum to celebrate and embrace differences, encourage tolerance and respect for ALL.</p>	<ul style="list-style-type: none"><li>● Term 1 curriculum planing focuses on heritage, one of the key pillars of our curriculum.</li><li>● Pupil Parliament</li><li>● PSHE curriculum</li><li>● Use resources that reflect a range of cultural backgrounds</li><li>● Updated our SRE and PSHE curriculum</li><li>● Curriculum planned to incorporate principles of equality and promote positive attitudes towards diversity.</li><li>● SLT/WEB triangulation meetings</li><li>● parent meetings</li><li>● World Kindness Day</li><li>● Unicef- opportunities to show diversity and discussion</li></ul>	
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