

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 for 2022 onwards:

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. Build an inclusive culture that promotes tolerance and respect towards all; especially those 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.
 - Weave opportunities for 'usualising' throughout our curriculum.
 - Build empathy and understanding of others through the use of Diversity role models and Lyfta as curriculum enrichment.
 - Utilise collective worship 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 collective worship 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>	<p>Curriculum plans completed showing progression.</p> <p>Curriculum enrichment plans in progress to map out visits, visitors and experiences for children.</p> <p>LYFTA use in progress of being mapped out and implemented to broaden horizons.</p>	<p>MTPs for all subjects</p> <p>Curriculum enrichment overview</p>
<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>	<p>Progress seen in KS2 SATs data from baselines for all children including those with SEND.</p> <p>SEND tracking and reviews in place.</p>	<p>KS2 progress data</p> <p>Year 1 PSC data</p> <p>Year 4 MTC data</p>
<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>	<p>New wellbeing lead trained, new systems for recording wellbeing intervention and monthly triangulation meetings.</p> <p>Robust safeguarding systems in place. PSHE provision covers mental health and wellbeing.</p> <p>Strong PD offer.</p>	<p>Wellbeing intervention documents.</p> <p>Safeguarding training slides and audit.</p> <p>PSHE curriculum plans.</p> <p>Triangulation meeting records.</p>
<p>School Objective</p> <p>Build an inclusive culture that promotes tolerance and respect towards all; especially those who identify with any of the protected characteristics.</p>	<p>Ebor review noted improvement in PD offer and that pupil voice indicates that children enjoy coming to school.</p> <p>Non - negotiables rolled out to all staff around WEB & inclusion.</p> <p>Patrington patter - our words matter launched.</p> <p>Diversity role models -staff training & workshops for pupils.</p>	<p>Ebor Reviews.</p> <p>Patrington non -negotiables for WEB & inclusion.</p>