

Ebor Equality Objectives

The Public Sector Equality Duty (PSED)

We are dedicated to fostering an environment where all individuals are treated fairly and have equal opportunities. We take proactive steps to promote diversity, prevent discrimination, and advance inclusivity across our school community.

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. 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 2025

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 across the mixed age class rolling curriculum.</p> <p>Curriculum enrichment plans in progress to map out visits, visitors and experiences for children.</p> <p>LYFTA mapped out and implemented to broaden horizons.</p>	<p>OFSTED - July 24</p> <p>SIAMs - April 24</p> <p>MTPs for all subjects 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>Barriers to learning team & referral process.</p>	<p>OFSTED - July 24</p> <p>SIAMs - April 24</p> <p>KS2 progress data</p> <p>Year 1 PSC data</p> <p>Year 4 MTC data</p> <p>Improved RWM combined scores across KS2</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>Wellbeing lead trained & training others, 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>OFSTED - July 24</p> <p>SIAMs - April 24</p> <p>Attendance data.</p> <p>Wellbeing intervention documents.</p> <p>Safeguarding training slides Sept 2025 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>Non - negotiables rolled out to all staff around WEB & inclusion.</p> <p>Barriers to learning team & referral system.</p> <p>Mental Health Support team working in school regularly providing pupil and parent workshops.</p> <p>PINS project school - Partners in Neurodiversity with ERYC.</p> <p>Development of sensory spaces in school and timetabled access for pupils.</p>	<p>OFSTED - July 24</p> <p>SIAMs - April 24</p> <p>Patrington non-negotiables for WEB & inclusion.</p> <p>Pupil Voice 2025.</p> <p>Mental Health Support Team Workshop attendance information.</p> <p>PINS training for staff and leaders.</p>
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