

## 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

**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**

**Annual Review of Objectives autumn 2023:**

OBJECTIVE	PROGRESS TO DATE	EVIDENCE
<p><b>Quality of Education</b></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>Haxby Road 100            Enrichment program for KS2            High Quality first teaching across school            Progressive Creative Curriculum            REACH project            High quality CPD for staff            Quality First teaching across school</p>	<p>Curriculum planning and Curriculum Chronicles            Haxby Road 100 passport            Teacher Tracker            Monitoring cycle            SEF/SDP</p>
<p><b>Achievement</b></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>KS2 and phonic results in line with National            School values and reward system            Children in the ERP are taught in classrooms alongside their year group            Teaching responsive to children's learning styles and starting points            Introduction of Pixl and their therapies</p>	<p>IDSR            School policies            Internal data tracking PIXL            ERP centre of Excellence</p>
<p><b>Wellbeing</b></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>Zones of regulation in place across school            Mental health Leader and a new mental health curriculum            Parental involvement            School assemblies and special events            Weekly class circles            Reflection Room            Parental involvement            School assemblies and special events</p>	<p>Pupil voice            Parental views            Mental Health curriculum and action plan</p>
<p><b>School Objective</b></p> <p>To promote pupils' understanding of identity, diversity, community and equality. Diversity Role models will be embedded</p>	<p>Diversity Role model training            Pupil Parliament            PSHE curriculum            Use resources that reflect a range of cultural backgrounds            Updated our SRE and PSHE</p>	<p>PSHE and SRE curriculum            Website            Mental Health Newsletters            Newsletter            Parent Hub            Curriculum Planning</p>

<p>into our school curriculum to celebrate and embrace differences, encourage tolerance and respect for ALL</p>	<p>curriculum  Curriculum planned to incorporate principles of equality and promote positive attitudes towards diversity.  Rights Respecting School Bronze  SLt/Reflection Team  triangulation meetings  NSPCC speak out programme  Lyfat- opportunities to show diversity and discussion  Parent's code of conduct</p>	
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