

## 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

4. Ensure tolerance and respect towards individuals 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

Utilise collective worship (assembly) 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 assemblies 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
<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 curriculum with fulfilling life experiences.	<ul style="list-style-type: none"> <li>Progressive curriculum regularly reviewed</li> <li>Humanities regularly reviewed.</li> <li>Trips connected to themes</li> <li>Additional trips ie to the cinema</li> <li>Lakeside Learners 50</li> <li>Quality first teaching across school</li> <li>Creative curriculum</li> <li>Quality CPD for staff</li> </ul>	<ul style="list-style-type: none"> <li>Circular curriculum wheel</li> <li>Purchase of learning curriculum to ensure rich and deep learning</li> <li>Curriculum planning</li> <li>Lakeside Learners 50 display</li> <li>Teacher Tracker</li> <li>Monitoring cycle</li> <li>SEF/SDP</li> </ul>
<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.	<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>School values and reward system</li> <li>Developing teaching responsive to children's learning styles and starting points</li> </ul>	<ul style="list-style-type: none"> <li>PIXL data</li> <li>IDSR</li> <li>School policies</li> <li>Internal data tracking</li> </ul>
<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 is an entitlement for all.	<ul style="list-style-type: none"> <li>Check in circles</li> <li>Wellbeing Wednesday</li> <li>Worry boxes in class for Happy helpers to support</li> <li>Consultations with WIMT and SWS</li> <li>Wellbeing and behaviour lead to be appointed</li> <li>Support by Sarah Slack to support staff and child wellbeing</li> <li>Zones of regulation to be in place across school</li> <li>Mental health Leader and a new mental health curriculum</li> <li>Parental involvement</li> <li>School assemblies and special events</li> </ul>	<ul style="list-style-type: none"> <li>Pupil voice</li> <li>Parental views</li> <li>Mental Health curriculum and action plan</li> </ul>
<b>School Objective</b>	<ul style="list-style-type: none"> <li>NSPCC speak out stay safe</li> <li>Diversity December</li> </ul>	<ul style="list-style-type: none"> <li>PSHE and SRE curriculum</li> <li>Website</li> </ul>

<p>Ensure tolerance and respect towards individuals who identify with any of the protected characteristics.</p> <p>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</p> <p>Utilise collective worship (assembly) opportunities to promote equality and diversity and to tackle issues of discrimination or oppression for any protected groups</p> <p>Respond to world news/current affairs issues (related to any individuals/protected characteristics) through assemblies or PSHE sessions</p> <p>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</p>	<ul style="list-style-type: none"> <li>• Diversity role models staff meeting and follow up work booked in.</li> <li>• Celebrating Differences topic in PSHE Autumn 2</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>• Celebrating differences unit</li> <li>• NSPCC speak out programme</li> <li>• World Kindness Day</li> <li>• Lyfta- opportunities to show diversity and discussion</li> <li>• Parent code of conduct</li> </ul>	<ul style="list-style-type: none"> <li>• Newsletters</li> <li>• Parenthub</li> <li>• Curriculum Planning</li> </ul>
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