EBOR ACADEMY TRUST

# 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. To develop a personalised curriculum to support ALL children, which has a particular focus this year on supporting children with English as an additional language.

**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 summarise to the board.**

**Annual Review of Objectives autumn 2024:**

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| OBJECTIVE | PROGRESS TO DATE | EVIDENCE |
|---|---|---|
| **Quality of Education**<br><br>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. | - Year 3 of new KS2 curriculum<br>- Newly developed KS1 curriculum - year 2 of 2 year cycle<br>- Raised profile of Art in school<br>- Raised profile of music in school with introduction of new music lead, instrument lessons in Y4/5 and music tuition for PP children<br>- Raised profile of PE in school<br>- Raised profile of DT across school | Art days throughout the previous school year and included in 'ready to learn week'<br>Minster choir group.<br>Young voices choir group.<br>Whole class instrumental tuition with new music lead.<br>Small group musical instrument tuition with music specialist.<br>Revised music planning across school developed by new music lead.<br>PE additional work and teacher CPD 1 day a week for 1 and ½ terms in 2023/24. PE lessons led by PE specialist.<br>Curriculum documents.<br>DT curriculum and planning redeveloped by DT lead. DT focus on focused DT days across the year. |
| **Achievement**<br><br>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. | - Excellent outcomes for Phonics 2023<br>- Positive progress throughout all subjects<br>- Above National results in KS2 in 2024 - all time high in end of KS results.<br>- One of top performing schools in Ebor for MTC | Phonics data<br>School data dashboard<br>Whole school published data results.<br>Ebor data comparison. |
| **Wellbeing**<br><br>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 | - Development of mental health offer for school<br>- Wellbeing actions plan and part of SDP<br>- Daily 'check ins' for each class<br>- A focus on wellbeing and mental health from school council | Mental Health offer published on website.<br>Mental Health action plan with SMHL - NM<br>WIMT - POP for each term |

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|---|---|---|
| wellbeing is an entitlement for all. | - WIMT introduced 2023/24<br>- WIM focused groups around friendship and self esteem. | |
| **School Objective**<br>To develop a personalised curriculum to support ALL children, which has a particular focus this year on supporting children with English as an additional language. | - Staff attending training on 'communication' to support with all types of communication including working with children with EAL<br>- Newly developed EYFS/KS1 curriculum for 2022-23<br>- EAL lead assessing and supporting all new to English speakers and supporting class teachers with planning strategies | CPD log<br>Curriculum documents<br>EAL assessments |