



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. Develop and promote our pupils' knowledge and understanding of diversity, inclusion and equality through a culturally inclusive curriculum and bespoke opportunities which embrace and celebrate differences in our community and the world beyond.

Annual Review of Objectives autumn 2025:

OBJECTIVE	PROGRESS TO DATE	EVIDENCE of IMPACT
Quality of Education	Induction Training (teachers / TA's) & ECT's have 2 yrs of mentoring / coaching.	Classroom observations, learning walks / drop ins

<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>Intensive work with the English Hub and Royal Shakespeare Company</p> <p>Promoting Oracy - support from Voice 21</p> <p>Curriculum has been rewritten</p> <p>Relaunch of the Marfleet Learning Goal</p> <p>Curriculum reviews conducted with partner schools.</p> <p>Subject Leader Deep Dives & subject monitoring across school</p> <p>Additional trips connected to topics incorporated into the curriculum</p> <p>Quality first teaching across school / Quality CPD for staff</p> <p>Marfleet Learning Goals</p> <p>Utilising Pixl analysis to track attainment and deliver high quality interventions.</p> <p>New SENDCO position</p> <p>Inclusion Team, endorse a holistic approach to wellbeing and achievements</p>	<p>regularly conducted</p> <p>Pupil progress data & monitoring meetings within each cycle.</p> <p>Newsletters shared with families.</p> <p>MTPs in place for all subjects.</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>Cyclical data capture</p> <p>Utilising Pixl analysis to track attainment and deliver more bespoke, high quality interventions</p> <p>New SENDCO position</p> <p>Inclusion Team endorse a holistic approach to wellbeing and achievements</p> <p>SLT pupil progress</p>	<p>Strong KS2 SATs results Summer 2025</p> <p>Reading, writing & maths increased for the past 3 years.</p> <p>Internal data tracking & monitoring</p> <p>The gap between non disadvantaged and disadvantaged closes as pupils move up the school.</p>



	<p>meetings after every cycle</p> <p>SEND monitoring with CP</p> <p>WEB Intervention</p> <p>Weekly barriers meetings</p>	
Wellbeing 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>Relaunch of an updated Marfleet Learning Goal</p> <p>Inclusion Team endorse a holistic approach to pupil wellbeing and achievements</p> <p>Introduction of Zones of Regulation</p> <p>Introduction of whole class brain breaks</p> <p>Daily class circles</p> <p>PPA now taken at home</p> <p>Worry boxes in place for both pupils and staff.</p> <p>Well being day for all staff to take.</p> <p>Staff training and time planned in for wellbeing</p>	<p>Pupil voice</p> <p>Reduction in exclusions</p> <p>BP2W diagnostic</p>
School Objective Develop and promote our pupils' knowledge and understanding of diversity, inclusion and equality through a culturally inclusive curriculum and bespoke opportunities which embrace and celebrate differences in our community and the world beyond.	<p>Diversity themed weeks and assemblies further support the growth in pupils as respected citizens</p> <p>Celebration/Support days in school which raise awareness</p> <p>Pupils learn Makaton signs / greetings.</p> <p>Subscribe to Picture News to promote discussions across all classes.</p> <p>Updated SRE and PSHE / ROOTS curriculum</p>	<p>Makaton is used across the school in classrooms, check ins and assemblies.</p> <p>Pupil voice</p> <p>Learning walks / playtime observations</p>

