

Ebor Equality Objectives Oct 2024 Review

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 cultural development and understanding through a range of rich experiences both in and beyond the school.

Annual Review of Objectives autumn 2024:

| OBJECTIVE | PROGRESS TO DATE | EVIDENCE |
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| Quality of Education 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>Our peer review report shows that the school has high quality teaching across the school. Children are building stronger mental models and are able to apply their knowledge across a range of contexts.</p> <p>The curriculum at RWPA is broad, balanced, academic, vocational and aspirational and inclusive.</p> <p>We believe that by providing an additional, enriched curriculum, pupils can develop their own interests further and foster curiosity for discovering and learning about the world in which we live as well as building cultural capital.</p> | <p>Long term plan</p> <p>Ethos and values document</p> |

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| | <p>This year we have raised the profile of our school council and built a Pupil Parliament across school. This works in partnership with the Trust Pupil Parliament.</p> <p>Our leadership opportunities for children continue to embed with the Service Buddies being praise during our Ofsted Inspection (2023)</p> <p>We have further shaped our curriculum by reflecting our own school history and our local knowledge. This year we have continued to build on our bespoke curriculum and have refined and developed our PE, Art and Design Technology long term plans.</p> <p>We continue to engage with the National ROAR project through the York Lions an experience the children thrive at.</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>Pixl has been launched in school. It is used to complete regular summative assessments. The analysis can then be used to identify gaps in learning and therapies then delivered to address these.</p> <p>We provide support for our disadvantaged children through our Pupil strategy.</p> <p>This year we have committed time to ensuring that our learning environment is less distracting and stimulating. We have minimised displays and ensured that the work on them is celebrated through calm neutral backing and mounts.</p> <p>We have fully embraced all aspects of Little Wandle including committing additional resourcing to the Keep up and Catch up interventions. This reflects our priority of every child being a reader.</p> | <p>Our data outcomes for 2023-2024</p> |

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| <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 is high profile in school through the wellbeing team delivering effective interventions and support.</p> <p>Wellbeing In Mind Team. This has provided opportunities for universal and targeted provision for our pupils and staff.</p> <p>Celebration assemblies (KS1 and KS2) are held weekly to ensure that the school ethos is in action. "We are proud to work, learn and grow together"</p> <p>Peer mentors have been trained and allocated times to be available in the playground. This has resulted in children being able to work through some of their issues independently using the restorative approach.</p> <p>Personal development was graded as outstanding in our Ofsted Inspection in December 2023</p> | <p>Ofsted report</p> |
| <p>School Objective</p> <p>To promote cultural development and understanding through a range of rich experiences both in and beyond the school.</p> | <p>The long term plan has been reviewed to include first hand experience and builds cultural capital opportunities.</p> | <p>These are found on our website for each year group</p> <p>Long term plans</p> |