



Ebor Equality Objectives

We recognise that 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.

Ebor Academy Trust Vision:

- To deliver high quality, rich and engaging education at the heart of our diverse communities.
- To do this, we are committed to building professional collaborations of best practice across and beyond the Trust.

In this way, we seek to enable all our learners to flourish and open doors to their best futures

Ebor Academy Strategic Priorities:

- 1: **School Improvement:** Increasing and maintaining the high quality of provision in all our schools
- 2: **Culture:** We will operate as one Trust with many schools, and all Stakeholders will recognise the contributions they make to the wider organisation.
- 3: **People:** Develop our people and recruit and develop the best staff driven by moral purpose to improve life chances of adults and children through education
- 4: **Delivery, Capacity, Growth:** Ensure Trust at all levels delivers sustained improvement and has capacity for potential growth
- 5: **Partnerships:** Further strengthen practice and provision by strengthening relationships with RSC, other MATs, schools and community opportunities

Ebor Academy Trust Values:

Ebor Academy Trust seeks to live its values for all learners – children, adults, the wider community:

Excellence: All those who are part of Ebor Academy Trust, whether children or adults, will be supported to achieve excellence in all they do.

Belonging: We act as one organisation, responsible for supporting each other to achieve the best we can.

Opportunity: We provide learning that is relevant, motivating and engaging and that releases a child's curiosity and creativity. We provide career pathways for the adults in our organisation so that everyone can achieve their aspirations and fulfil their potential.

Respect: We acknowledge and celebrate that all people are different and can play a role in



the Ebor family, whatever their background or ways in which they learn. We celebrate the diversity within our localities and the unique characteristics within each setting.

We have set the following objectives from September 2022 onwards:

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 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 individuals / protected characteristics) through Collective Worship (Picture News) and 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 British Values

The Chair of Riston and Siggleshorne Church of England Primary Academies has had an overview of the document and has asked that the protected characteristics be added to the policy statement as listed in the Equality Act 2010. These are age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or beliefs, sex & sexual orientation.

