

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 reviewed in Autumn 2024:

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 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

Sigglesthorne CE Primary Academy

Annual Review of Objectives Autumn 2024:

OBJECTIVE	PROGRESS TO DATE	EVIDENCE
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.	Curriculum mapping across the school has now been in place for two years and this includes the enrichment of the curriculum through visits, visitors and experiences. There are a wide range of life experiences on offer and the schools take advantage of the support and guidance of the Trust in providing this.	See curriculum documents and planning. Evidence on website / displays / children's books of the depth of the curriculum offer. SEND Lead currently completing NPQ SEND to ensure staff are fully equipped in adapting learning for the needs of our learners.
Achievement 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.	Children are well-supported and each child is valued to reach their potential. 100% of parents would recommend the school to other parents. The introduction of Pixl last academic year means that a more targeted approach to intervention can be carried out.	See Pupil Premium Report, SEND plans, progress tracking of vulnerable groups. SIAMs Report 2024: "pupils and adults experience nurture that supports their flourishing, in school and beyond."
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.	Wellbeing is well-supported by all staff and training given to our WEB Leads has been cascaded to all staff. Children and staff understand our Christian Value of respect and the impact this has on how we treat others. Communication between home and school is strong	Training given to WEB Team and impact of ELSA work. Pupil / Parent / Staff Surveys.

	to enable all families to be fully understood so that support can be given when needed, this can include the support of external services as appropriate.	
School Objectives <ul style="list-style-type: none"> • Analysis 	Data analysis reveals that incidents related to protected characteristics are very rare and children are aware through work with Diversity Role Models. Pupil voice tells us that they would now like that to extend to their families.	Continue to build on and promote the EDI work carried out with staff and pupils last year, with the local community.