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. To ensure that our GRT community is fully integrated into school life and to allow the children to flourish and live life in all its fullness

Annual Review of Objectives autumn 2025:

OBJECTIVE	PROGRESS TO DATE	EVIDENCE of IMPACT
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.	- Staff development review - Subject leader monitoring dedicated time - children at the centre of all they do. This is both in foundation but also more time for core subjects. - Introduction to step lab and HT and lead teacher to implement this which leads to sharpened focus on SDP priority of improving wave 1 teaching. - documents shared on drive - NCETM training to ensure high quality teaching in the core subjects. - ECT's go through an intensive two years of mentoring/coaching and are now taking on leadership of foundation subjects. - Support through pathfinder and ambition institute. Time taken together - Subject monitoring observations - Change to the structure of classes and flexible staffing to ensure we are meeting the needs of all learners	- Good OFSTED judgement June 2023 - Outstanding core curriculum. - Data - above average for last 5 years in progress and attainment - Last year 96% RWM Sig above National av. - All areas of assessment show data to be above national average - (see data below) - Shout outs on step lab. - Shared curriculum drive. - Newsletters and curriculum documents shared with families. - Ebor School review Oct 25
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	- School vision for children to reach their individual potential. - Innovative use of teachers/hlta's to support mixed age and/or larger class sizes - SDP sharp focus on wave 1 teaching - PPM's to discuss all	- Monitoring time utilised effectively by AHT (2 mornings a week) and KS2 lead (1 morning a week) - 1 day dedicated time for SEND by Ebor specialist - SEND on a page - Insight used effectively for SEND learning plans

advantaged pupils and those with special educational needs.	- children to ensure no child is left behind. - PIXL tests completed 3 x a year. Analysed . QLA completed. - New interventions sheet allowing us to track impact of them - Regular meetings with leadership and SENDco.	- Insight used effectively to track pupil progress
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.	- NYC safeguarding - Better place to work established within the school and part of the culture. - PPA can be taken at school or at home - Professional Growth conversations - Time given to all staff via staff meeting/training day time for crucial data points and environment work. - SEND staff support - Wellbeing staff support - Safeguarding support	- Safeguarding systems in place to hear pupil voice. - To be completed by all staff. - SAS wellbeing links and training planned - Work with DSL and Trust Safeguarding Lead has fed back a safe and healthy school environment - EBOR review. - Main strength of SIAMS inspection last year, - PSHE curriculum is strongly embedded across school.
School Objective 5. To ensure that our GRT community is fully integrated into school life and to allow the children to flourish and live life in all its fullness	- High expectations of attendance, tracking of this data. - Clear induction of children new to school - Established relationships with parents and community - School has a good name with the GRT community	- Target pupils identified and timetable in place. - Behaviours in school - Well established links - PA meetings to show robustness.

Tockwith CE Primary Academy - 6 Year Data

Key Stage 2 Data () = National Average

	2017	2018	2019	2022	2023	2024	2025	3 year average
Reading								
Secure	84 (71)	76 (75)	85(73)	83 (74)	83 (73)	96 (74%)	96%	92%
GD	36 (25)	21 (26)	31 (27)	36 (28)	37 (28)	39 (28%)	54%	43%
Progress	1.7	0.5	1.0	0.5	0.8			
Writing								
Secure	88 (76)	83 (78)	100(78)	86 (69)	80 (71)	93% (72%)	96%	90%
GD	28 (18)	24 (19)	31 (20)	45 (13)	23 (8)	29% (13%)	8%	20%
Progress	1.9	1.5	2.0	4.7	1.7			
Maths								
Secure	76 (75)	83 (76)	92 (79)	86 (71)	83 (73)	89 (73%)	96%	89%
GD	20 (23)	31 (25)	31 (27)	38 (22)	33 (23)	32 (24%)	54%	40%
Progress	-0.2	1.8	0.5	2.9	1.7			
Gram, Punct, Spell								
Secure	80 (77)	83 (78)	88	69 (72)	87 (72)	86 (72%)	96%	90%
GD	(31)	45 (31)	27 (36)	50 (28)	27 (28)	36 (32 %)	54%	39%
Reading Writing Maths								
Secure	76 (61)	72 (64)	81 (65)	69 (59)	77 (59)	89 (61%)	96%	87%
GD	16 (9)	10 (9)	12 (11)	21 (7)	23 (7)	18 (8%)	8%	16%

	2024 cohort	Performance in 2024
RWM KS2 expected standard %	28	Sig above national and 98th percentile
Reading KS2 expected standard %	28	Sig above national and 97th percentile
Writing KS2 expected standard %	28	Sig above national and 97th percentile

Multiplication Test - Year 4				3 year ave
	2023	2024	2025	
% achieving 25/25	88% (29%)	47% (22.5%)	59%	65%
Mean score	24.5/25 (20.2)	22.5/25 (20.7)	23.3	

Key Stage 1

	2017	2018	2019	2022	2023	2024
Reading						
Secure	85 (76)	70 (75)	75 (75)	80 (67)	77 (72)	84
Greater Depth	37 (25)	33 (26)	32	23 (18)	39 (28)	41
Writing						
Secure	81 (68)	70 (70)	75 (69)	70 (58)	68 (61)	75
Greater Depth	16 (16)	21 (	25	13 (8)	23 (13)	22
Maths						
Secure	82 (75)	80 (76)	75 (76)	80 (68)	81 (72)	81
Greater Depth	41 (21)	40 (22)	29	23 (15)	29 (17)	28

Year 1	2017	2018	2019	2022	2023	2024	2025	3 yr ave
Phonics	85 (81)	79 (82)	92	83 (75)	93 (75)	86	91%	90%

Reception	2017	2018	2019	2022	2023	2024	2025	3 year average
Good Level of Development	70 (70)	80	75	83 (65)	77 (65)	81	80%	79%