

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.

- 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 for 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.

Braeburn Primary & Nursery Academy Objective:

4. **Aspire to offer a range of cultural capital and enrichment that will be equally accessible for all children within our school community**

Annual Review of Objectives autumn 2023:

At Braeburn we determine that Cultural capital is what pupils acquire alongside traditional academic knowledge and consider that Cultural capital is the accumulation of knowledge, behaviours, and skills that a pupil can draw upon and which demonstrates their cultural awareness, knowledge and competence. It is one of the key ingredients a pupil will draw upon to be successful beyond school life.

Ofsted define Cultural Capital as 'the essential knowledge that pupils need to be educated citizens, introducing them to the best that has been thought and said, and helping to



engender an appreciation of human creativity and achievement.” (Ofsted School Inspection Handbook, 2019).

At Braeburn we offer a range of opportunities to enhance Cultural capital across many areas of the curriculum.

Music: Within music lessons children are given opportunities to learn about composers in different parts of the world with different backgrounds and experiences. They discover how music can be influenced by others and how different instruments are used within a piece of music. Currently, we have a large cohort of children who are practising to take part in The Young Voices Choir celebration in York in Spring 24.

Cook School: Within cookery lessons children have the opportunity to learn about healthy foods and ingredients that can be used to cook nutritious, balanced meals and snacks. Children have the opportunity to cook food from different countries and have the pleasure of sharing these with their peers when learning about different cultures.

Cook school has been used in the past with parents to raise their awareness of healthy meals and snacks that they can actively prepare with their children in a cost effective way.

History: Within history lessons children are given opportunities to learn about inspiring and significant people from different cultures and time periods. Resources used when teaching history are accurate and compelling. A clear and varied vocabulary encourages children to take part in group and paired discussions and feel confident to question and encourage dialogic talk amongst one another. Children have the opportunity to visit local monuments, museums and various heritage sites to enrich their understanding and bring learning alive.

Geography: The teaching of geography provides children with the Cultural capital that they will need to succeed in their lives beyond primary education. We value educational visits, fieldwork and discussions of current events as an integral part of the geography curriculum to enable children to gain a wider context to their unit of study and become engaged with the world around them at a local and national level.

Art and Design: Art and Design offers cultural enrichment through cultural links when learning about artists and artwork from around the world and through opportunities to visit art galleries and take part in workshops. Art and Design enhances children’s aspirations and ambitions, develops communication and team working skills, strengthens creativity and builds confidence. At Braeburn we encourage everyone to use their own intuition to imagine, explore and use creativity and everyone is given the opportunity to flourish; we explore Art, celebrate the artists and have the opportunity to have artists into school. One forthcoming



local artist will be working with the children to design their own masterpieces to enhance the school's dining hall.

PSHE: Cultural capital is at the heart of all our PSHE lessons at Braeburn, helping our children navigate through the ever changing world around them. PSHE allows children to understand how ALL people live, through case studies and first hand experiences. Children are encouraged to collaborate, investigate, present and problem-solve by conversing using extensive vocabulary. This will allow them to be able to mix and talk to others, socialise in diverse groups and present themselves well – wherever and whoever they encounter.

Computing: We provide weekly, engaging computing lessons for each child in which we include a range of experiences to develop their technological skills in order to prepare them for the real world. A variety of opportunities are provided to enable children to explore, experience and explain the wide variety of technology in the world in order for them to become informed and thoughtful members of the digital community.

Our cultural capital offer includes:

- Digital leaders.
- Computing after school club.
- Encouraging curiosity and enthusiasm for learning about different technologies.
- Enriching the curriculum through visits and online quizzes, celebrating internet safety week and engaging in online assemblies, like the 'Be Internet Legends' that we took part in recently.

French: Through our teaching of MFL, we provide children with knowledge and experience of people from other backgrounds and cultures. It enables them to gain a greater understanding of the wider world through high quality experiences and teaching. We aim to enrich the lives of all children through what we teach and the experiences we provide so they are inspired to travel and discover a world beyond their local community.

Science: We enhance children's experiences and learning by utilising different opportunities in our science curriculum around school and within our wider community. We provide engaging science lessons weekly whilst teaching the National Curriculum topics to develop their working scientific skills. We encourage children to use the correct vocabulary within their science learning and various experiences are planned to develop their skills to prepare them for the real world. We visit our local community or wider community to see what is happening around us, with adults modelling and encouraging the right social, language and behavioural skills. Through assemblies, class and whole school projects we demonstrate and encourage our school values and responsibilities. Children have recently enjoyed visiting The Spa Complex where they were inspired to be modern day scientists, actively experimenting and discussing scientific concepts with other pupils from many schools.

RE: Religious Education fosters cultural capital by:



- Allowing pupils to see beyond their own cultural experiences.
- Encouraging openness in sharing cultural experiences.
- Encouraging curiosity and enthusiasm for learning about culture and cultures
- Enriching the curriculum through encounters with a range of people.

At Braeburn we use the NYC Syllabus which is designed to equip children with the knowledge and Cultural capital to succeed in life. It provides them with essential knowledge about world religions and different communities so that they are well-informed citizens ready for the real world. Our curriculum also covers a range of topics that link to religious and non-religious views that allow children to broaden their learning about different communities beyond their own. Our RE curriculum also provides children with plenty of opportunities to develop their critical and reflective thinking which will support them in discovering their own journey of purpose and meaning in the future.

PE: At Braeburn Primary School we have a strong and resilient PE provision for our pupils and we have a specialist PE coach who plans meticulously to ensure the children have every opportunity to be active and healthy individuals.

We ensure that our pupils have a secure understanding that we live in a society where both men and women can play mixed sports including football, cricket, athletics and gymnastics. We ensure they are tolerant of different faiths and beliefs that contribute to team competitions locally and nationally.

Our school curriculum promotes the following areas;

Within Athletics, Invasion Games, Fielding and Striking...

- Our pupils will learn a variety of skills. They will be able to understand the mutual respect needed to compete in a sporting competition.
- This will be evident through the way they conduct themselves when they play or compete. They will be tolerant of the different faiths and beliefs that contribute to team competitions locally, nationally and internationally.
- Our pupils understand that they are to be compliant with the rules of a game and that we live in a democratic society where both men and women are equally respected and can play mixed sports together without any prejudices.