

- by providing written information for all involved in the academy community in a form which is user friendly
- eliminate harassment related to a disability for all persons involved in the academy community

Age Equality

Ebor Academy Trust recognise the valuable contribution that is made by all employees of all ages to the service. We will ensure that all employees, regardless of age, will have equal access to selection for recruitment, training, career progression and retention opportunities.

4: Information, Performance and Evidence

- Pupil Achievement:** Ebor Academy Trust analyse data during the academy year for students/pupils of different groups. These include gender groups, vulnerable groups (FMS, Service, Ethnicity), and those identified on SEN and Medical Registers. The progress and achievement of these groups is monitored by class teachers and teaching assistants.
- Learning Opportunities:** Targets are set for students/pupils with learning difficulties and are included on SEN students/pupils Individual education plans. The academy has developed a close working partnership with parents of these targeted children through the Achievement For All programme and Parent conversation meetings.
- Admissions, Transitions, Exclusions:** Ebor Academy Trust meets with early years provider groups and Secondary Schools and have well developed systems for children's transitions.
- Social Relationships:** Ebor Academy Trust has targeted the importance of providing more opportunities for children to be aware of equality issues through assemblies and cross curricular PSHCE links. A Pupil Well Being Team is led by a senior member of the teaching team who holds a TLR point. The ECM team plans and delivers the HMB (Healthy Minds and Bodies) curriculum.
- Employing, promoting and training staff:** Ebor Academy Trust would always look favourably on applications regardless of race, religion, disability, gender or sexual orientation.

5: Reviewing/Monitoring

Ebor Academy Trust will formally evaluate the success of our Single Equality Scheme every year as part of the annual School Improvement Training Day. Where appropriate an action plan will be produced, responding to the issues identified.

Senior Member of Staff Responsible: HR Manager Ebor/Headteacher/Head of School

Director Responsible: Chair of Directors/Governors

***Please Note:** Directors of the Ebor Academy Trust have overall responsibility for this policy, however where applicable responsibility is delegated to the individual schools Directors or Governors.*