



Equality Objective 1:

To maintain the representation of teachers from local Pakistani-heritage and minority ethnic communities in the area over a 4 year period (2016-20), currently having 36% teaching staff from Pakistani/Bangladeshi background, 51% White British and 13% other mixed.

We have chosen this objective because:

The Equality Act 2010 introduced a single Public Sector Duty, which applies to all schools, including both LA maintained and Academies. It requires that the academy must have due regard to the need to eliminate discrimination and other conduct that is prohibited by the act.

With 84% of our student population originating from Pakistani heritage and 16% from other backgrounds it is key that we have a well-managed and balance approach in recruitment across a wide ranging demographic , including Pakistani-heritage teachers. Most departments but not all have representation from minority groups providing great role-models, we would like to ensure that we actively maintain and build on this focus to ensure staff continue to closely represent the community that we teach due to the changing diversity of the city.

To achieve this objective we plan to:

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. However we will be concerned to ensure wherever possible that the staffing of the academy reflects the diversity of our community and wider catchment area.

We will ensure that our recruitment evenings and promotional information include significant contributions from our teachers from ethnic minority communities.

The Principal will ensure that all appointment panels give due regard to the equality information and objectives, so that no-one is discriminated against when it comes to employment or training opportunities

We will train all members of staff and governors involved in recruitment on equal opportunities and non-discrimination

Equality Objective 2:

To close the achievement gap by ensuring there is no difference in the progress made by different groups of learners

We have chosen this objective because:

The Equality Act 2010 introduced a single Public Sector Equality Duty, which applies to all schools, including both LA maintained and Academies. It requires that the academy must have due regard to the need to:

- Advance equality and opportunity between people who share a prohibited characteristic and people who do not share it.

Dixons Kings Academy is a smaller than average secondary school and we have more boys than girls on roll. Approximately 43% of our students are from low-income families and so qualify for the pupil premium and a substantial proportion of our students are from ethnic minority communities. Approximately 12.7% of our students have a statement of special educational needs with a small number who have EHCP.

Currently, we are pleased that by most measures our Pakistani-heritage children make better than national progress and in maths with P8 of +0.32. In English, however, Pakistani -heritage boys enter with lower prior attainment in English and therefore it is an absolute moral imperative to accelerate progress in order to improve the life-chances of these young people and close the gap.

We believe that social or economic background should not be a barrier to educational success and we will work tirelessly to ensure that it is not. Our mission is to ensure everyone receives the support and care needed to become successful and lead a purposeful and happy life. To achieve this goal we believe that everyone must uphold the three values of Integrity, Diligence and Civility.

To achieve this objective we plan to:

Achieving our mission will not be easy, but our research has shown that it can be achieved if we:

- Have high expectations for all students and have clear routines for learning
- A whole school focus on literacy and numeracy development
- Ensure all learning is driven by reliable student data
- Have an unwavering focus on results and an expectation that all can succeed
- Offer the very best teaching and support

Using the Pupil Premium and Catch Up fund effectively is a key part of our strategy for closing the gap (see academy website for details of our Pupil Premium allocation, spend and impact).



Equality Objective 3

To ensure 100% of students in Year 7 participate in at least one extra-curricular activity weekly for the first year at Dixons Kings Academy.

We have chosen this objective because:

The Equality Act 2010 introduced a single Public Sector Equality Duty, which applies to all schools, including both LA maintained and Academies. It requires that the academy must have due regard to the need to:

- Foster good relationships across all characteristics, between people who share a protected characteristic and people who do not share it.

Approximately 43% of our students are from low-income families and so qualify for the pupil premium. Children from disadvantaged backgrounds are less likely to be encouraged to participate in extra-curricular activities. We want to ensure that every child at Dixons Kings regularly participates in at least one extra-curricular activity.

Research indicates that participating in after school programmes improves performance on measures of academic achievement. There is also evidence that there are wider benefits for low-income students in terms of attendance at school, behaviour and relationships with peers (Education Endowment Foundation).

To achieve this objective we plan to:

All students in Year 7 will attend at least 1 compulsory stretch activity after school on a Monday from 3.30 – 4.30pm. All Year 7 students will be given a stretch project three times per year.

We aim to increase take up of lunchtime as well as after school extra-curricular by having different sports on to different year groups daily. Whilst there will be a big focus on sport, there will also be many creative and academic challenges.

Broaden students interests through participation in cultural visits, theatre trips and actively encourage students in Years 9 and 10 to partake in the Duke of Edinburgh scheme.