

Dixons Kings Academy

Equality Objectives 2019 - 2023

Equality Objective 1:

To increase the representation of teachers from local minority ethnic communities over a four-year period (Sep 2019 to Aug 2023), so that this group increases from 6% to, at least, 20% of the teaching workforce.

Why we have chosen this objective:

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:

- Eliminate discrimination and other conduct that is prohibited by the act.

A substantial proportion of our students are from minority ethnic groups, with about 81% coming from Pakistani backgrounds, 19% from any other background. However, only 39% of our teaching staff are from such minority ethnic groups.

We believe that the ethnicity of our workforce should be more reflective of the population served:

- a. Minority teachers serve as role models for minority students.
- b. Minority teachers may have a greater opportunity to improve the academic success and positive school experiences of minority students.

This objective was chosen after consultation with governors.

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.

We will ensure that our recruitment evenings and promotional videos include significant contributions from our teachers from minority ethnic communities. We will also promote teaching vacancies through our Twitter page and other forms of social media.

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. Interview panels must have at least one person who is safer recruitment trained.

We will train all members of staff and governors involved in recruitment on equal opportunities and non-discrimination by September 2024. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

Progress we are making towards achieving this objective:

As of July 2022, 39% of the teaching workforce are from minority ethnic communities.

Equality Objective 2:

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

Why we have chosen this objective:

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 is an average sized secondary school with more boys than girls on roll. Approximately 29% 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 17% of our students have a statement of special educational needs or are on the SEN register.

It is unacceptable that in our country there is such an enormous gap between the life chances of children from poor backgrounds and other children:

- In 2012, only 36.3% of disadvantaged students eligible for free school meals achieved 5 or more A*–C grades at GCSE including English and Maths - the national average is 58.8%.
- Nationally, only 1 in 20 disadvantaged students achieves the EBacc compared to the national average of nearly 1 in 5.
- By the age of 14, young people from the poorest backgrounds are on average 2 years academically behind their counterparts from the most affluent areas.
- The chance of getting into a good university is 25 times higher for independent school students than those from disadvantaged backgrounds at state schools.
- Around 7 out of 10 of the poorest children still leave school without 5 good GCSEs.
- As a Dixons Academy, our mission is simple: we celebrate **diversity** and relentlessly focus on the highest standards of student **achievement**. We believe that every child will succeed, regardless of background.

This objective was chosen after consultation with staff.

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:

- operate strict routines and protocols
- develop a challenging, knowledge rich curriculum, that provides opportunities for all to be successful
- have an unwavering focus on results
- offer the very best teaching and support

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

Progress we are making towards achieving this objective:

Class of 2018/19 gap analysis shows that there are currently no significant differences in the progress made by different ability, gender, socio-economic or ethnic groups.



Equality Objective 3:

To ensure 100% of students participate in, at least, one extra-curricular activity or enrichment throughout Year 2022/23.

Why we have chosen this objective:

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 29% 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 Unity 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).

This objective was chosen after consultation with students.

To achieve this objective we plan to:

In 2022-23 all students in Year 7/8 will be expected to attend one Additional Studies sessions on Monday each week (3.30 – 4.30pm). These will focus on areas such as art, drama / dance, debate, film and music.

Students in Year 9 will all have the opportunity to complete the DofE award and Enrichment in a creative arts area on a Tuesday each week (3:30 - 4:30pm)

We will use a proportion of our pupil premium funding to help cover the costs associated with delivering extra-curricular activities on such a large scale.

Progress we are making towards achieving this objective:

100% of students from the Class of 2025 participated in, at least, one extra-curricular activities throughout 2021/22.

