

Dixons Unity 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 13% coming from Pakistani backgrounds, 8% from Black Minority Ethnic background, 5% from Gypsy Roma backgrounds, 2% from Indian backgrounds, 9% from White Eastern European backgrounds and 4% of students being from dual heritage backgrounds. 14% 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.

We will train all members of staff and governors involved in recruitment on equal opportunities and non-discrimination by September 2021. 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 January 2020, 14% 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 Unity is an average sized secondary school with a below PAN roll in most years and we have more boys than girls on roll. Approximately 60% 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 15% 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 2020 gap analysis shows that there are some gaps in relation to ability, gender, socio-economic or ethnic groups, however, these are diminishing through the work the academy is doing to secure strong outcomes for every child.



Equality Objective 3:

To ensure 100% of students participate in, at least, one extra-curricular activity throughout Year 7 (class of 2025).

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 60% 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 2020-21 all students in Year 7 will be expected to attend one Additional Studies sessions on each week (2.50 – 3.50pm). These will focus on areas such as art, drama / dance, debate, film and music.

We will consult with the parents of our current students about extending these opportunities to Year 8.

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. We will pay for coaches and experts to deliver sessions outside of the interests and expertise of our staff body. This includes Mixed Martial Arts, Sign Language and Basketball.

Progress we are making towards achieving this objective:

More than 400 students (53% of the academy cohort have accessed Enrichment activities in 2019-20).

