

Dixons Marchbank Primary

Equality Objectives 2025- 2029

Equality Objective 1:

To ensure the academy continues to partner with parents/families to build on their strengths and aspirations, supporting every child in achieving a fulfilling and successful future.

Why we have chosen this objective:

Guidance from the Equality and Human Rights Commission: What equality law means for you as an education provider: schools states:

- Avoiding discrimination and promoting equality supports the agenda of improving attainment and progression for all pupils.
- Good education and skills are crucial for opening up opportunities and increasing the chance of a successful life.

This objective is vital to ensuring equality of opportunity for our students and community.

We believe that collaborating with parents/families will support in:

- Maximising engagement in children's learning and strengthening understanding of education.
 - Further developing English language skills and expanding access to meaningful employment opportunities.
 - Dismantling the socio-economic barriers faced within our community.
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To achieve this objective we plan to:

- Increase the numbers of parents who use the community hub to access support
 - Eliminate the barriers created by language for non-English speaking parents, through multilingual classes and a website that has an auto translate system
 - Continue to provide a wider range of groups for parents that help decrease social isolation and increase social networks
 - Continue to provide access to a wider range of workshops that promote the mental well-being and physical health of students and parents
 - Continue to provide a wider range of workshops and courses for parents that support them in gaining employment or volunteering opportunities
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Progress we are making towards achieving this objective:

- The community hub provides an increasing range of courses and workshops
 - The full-time Parental Support Worker (PSW) is now contracted to work all year round, so that services and support are continued throughout the school holidays
 - Strong links to other community groups and charities have been established to provide signposting
 - The PSW collaborates well with The Early Help Coordinator
 - The PSW has strong links with local colleges.
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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 Marchbank is a larger than average primary school with an equal split of boys and girls on roll. Approximately 22% of our students are from low-income families and so qualify for the pupil premium and the majority of our students are from ethnic minority communities. Approximately 17.3% SEN of our students are on the SEND register with 17.3% SEN 5.3% having Education Health Care Plans (EHCP).

It is unacceptable that in our country there is such a significant gap between the life opportunities of children from disadvantaged backgrounds and other children:

- In 2019, only 51% of disadvantaged students eligible for free school meals achieved combined at the end of KS2- the national average for other is 71%.
- 22% of SEN pupils nationally achieved combined compared to 74% of non-SEN

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.

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 warm-strict routines and norms that underpin a culture of high expectations
- ensure all students are able to access a broad and balanced curriculum
- have an unwavering focus on results
- offer the very best teaching and support to all learners

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:

Current in-year data shows few gaps between disadvantaged children and other children.

Pupil progress meetings are held termly to analyse data and trends, to ensure that gaps in learning and attainment are addressed

Targets from EHCP are worked on in small groups or 1:1 basis

Gaps in learning are constantly addressed by teachers throughout lessons which limits the time that pupils spend out of class

Adaptive teaching and strategies are consistently applied to maximise in class learning for those pupils with Social, Emotional, Mental, Health (SEMH) issues



Equality Objective 3:

Expand knowledge and understanding of Equality, Diversity and inclusivity (EDI) for staff, children and their families.

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

Guidance from the Equality and Human Rights Commission: What equality law means for you as an education provider: schools states:

- *Avoiding discrimination and promoting equality supports the agenda of improving attainment and progression for all pupils.*
- Good education and skills are crucial for opening up opportunities and increasing the chance of a successful life.

We believe that creating learning experiences for our whole community with a focus on EDI will lead to:

The whole school community show respect, empathy and appreciation towards diversity.

To achieve this objective we plan to:

- Weekly PSHE & RE lessons and assembly linked to EDI themes and significant people
 - Utilise critical questions and linked texts to promote further discussion around a variety of lived experiences
 - Ensure a diverse range of visitors and speakers are invited into school
 - Review long term plan for PSHE for statutory content and revised guidance
 - Share curriculum with parents and make aware of any changes
 - Be responsive and support discussion of current affairs
 - Keep up to date with trust-wide PD and continue to return to this throughout the academic year
 - Increase frequency of interactive Parent Workshops
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Progress we are making towards achieving this objective:

- Increased content in library of books representing authors and subject matter that address the 9 protected characteristics
- Beginning to have a wider variety of visitors in school, such as a disabled tennis star and PCSO workshops on hate speech
- A review of the curriculum to increase representation of inspirational people that may have one or more of the 9 protected characteristics
- An explicit assembly itinerary which not only promotes British values but also teaches about the 9 protected characteristics.

