

## **Dixons Marchbank Primary**

### **Equality Objectives 2020 - 2024**

#### **Equality Objective 1:**

**To maintain the representation of teachers from minority ethnic communities over a four-year period (Sep 2020 to Aug 2024), so that this group continues to represent equality (currently 50% of teachers are from backgrounds other than White British).**

##### **Why we have chosen this objective:**

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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 97% coming from minority ethnic groups (Pakistani and Eastern Europe). 50% of the SLT are from backgrounds other than White British.

We believe that the ethnicity of our workforce should be 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.
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##### **To achieve this objective we plan to:**

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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.

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.

All members of SLT will have up to date Safer Recruitment training. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

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##### **Progress we are making towards achieving this objective:**

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50% of teaching staff are from a range of backgrounds including Pakistan, Morocco and the Philippines.

50% of the SLT are from backgrounds other than White British.

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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:

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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 33% 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 10% of our students are school action plus or have a statement of special educational needs.

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 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.

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### To achieve this objective we plan to:

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

- operate strict routines and protocols
- teach through a broad and balanced curriculum
- 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).

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### Progress we are making towards achieving this objective:

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Interventions in place for all students not on track to gain ARE by the end of KS2, from Y3 upwards.

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

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### Equality Objective 3:

To ensure 100% of students participate in, at least, one extra-curricular activity throughout KS2.

#### Why we have chosen this objective:

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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 33% 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 Marchbank 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).

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#### To achieve this objective we plan to:

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Track attendance at after school clubs in order to identify those not participating in any clubs.

Provide a wider range of clubs in order to maximise interest.

Target key pupils who haven't participated previously.

We will use a proportion of our Sports Grant to help cover the costs associated with delivering extra-curricular activities.

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#### Progress we are making towards achieving this objective:

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Currently there are 12 after school clubs running.

Clubs have to be booked, letters go out at the end of term for the following term - priority is given to those who haven't engaged in clubs previously.

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