

Dixons Manningham Primary

Equality Objectives 2021 - 2025

Equality Objective 1:

To provide a Community Hub for parents to seek support in order to increase the chance of a successful life for their child/ren.

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.

Whilst this objective isn't based on one of the nine protected characteristics, it is vital to ensuring equality of opportunity for our students and surrounding community.

We believe that supporting parents will enable them to:

- Engage in supporting their child's learning and develop a greater understanding of education
 - Increase parents English skills and opportunities for employment
 - Reduce the socio-economic problems faced within our community
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To achieve this objective we plan to:

- Develop a drop in base for parents to access support
 - Eliminate the barriers created by language for non-English speaking parents
 - Provide regular English classes for parents
 - Provide access to workshops that promote the welfare of students and parents
 - Develop a range of workshops for parents that support them in reducing socio-economic issues
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Progress we are making towards achieving this objective:

May 2021

- A dedicated Community Room has been established
 - A full time Community Liaison Officer has been recruited
 - Links to other community groups have been established to provide signposting
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Equality Objective 2:

To address the silent voices of girls/women in our school and local community.

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.

Whilst this objective isn't based on one of the nine protected characteristics, it is vital to ensuring equality of opportunity for the females in our academy and surrounding community.

We believe that supporting females in becoming more vocal will enable them to:

- Be active participants in education and life
 - Increase their ability to have a successful life
 - Provide them with the confidence and ability to stop the cycle of silence that permeates our community
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To achieve this objective we plan to:

- Utilise the community hub to provide a safe place for females in our community to gain support and to challenge the silence
 - Work with girls within our school to address their rights and concerns
 - Provide opportunities to meet/learn about aspirational women in society
 - Challenge the under representation of girls in clubs and accessing residential
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Progress we are making towards achieving this objective:

May 2021

- Increased content in library of books by and about females in society from different ethnic groups
 - Developed a curriculum "Heart, mind and soul" to debate issues within our society
 - Targeted under-representation of girls in girls and residential - currently at around 30%
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Equality Objective 3:

a) To increase the representation of other minority ethnic groups over a four-year period so that this group increases to at least 6% of the workforce.

b) To increase the representation of ethnic groups at leadership level

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.

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

- Minority teachers serve as role models for minority students.
- Minority teachers may have a greater opportunity to improve the academic success and positive school experiences of minority students.
- A range of staff with different languages helps us to connect to our parents.

Bradford Councils breakdown of ethnic groups in the Borough were last calculated in 2019 and identified the following:

- 67.4% White
- 26.8% Asian/British Asian
- 2.5% Mixed race
- 1.8% Black/ African/ Caribbean/ Black British
- 1.5% Other ethnic groups

At DMN our workforce profile is:

Ethnicity	All Staff	Middle Leaders	Senior Leaders
White	40.8%	60%	80%
Asian/British Asian	59.2%	40%	20%
Other minority ethnic groups	0%	0%	0%

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

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

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 Bradford.
- 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 involved in recruitment on equal opportunities and non-discrimination by July 2021.
- Provide fortnightly leadership coaching to all teachers at M4 or above to prepare them to move into leadership.

Progress we are making towards achieving this objective:

As of May 2021:



- Leadership coaching is in place for all middle leaders and will be rolled out to all teachers at M4+ from September 2021.
 - Updated recruitment processes so that names and ethnicities are removed to eliminate unconscious bias.
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