

## Dixons Manningham Primary

### Equality Objectives 2025 - 2029

#### Equality Objective 1:

To provide a Community Hub for parents to gain support in order to increase opportunities for an even more successful life for themselves and their family.

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

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***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:***

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

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- Extend opportunities for parents to be involved in running the community hub
  - Extend opportunities for volunteering within the academy
  - Eliminate the barriers created by language for non-English speaking 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
  - Provide opportunities for parents to engage, shape and understand the academy
  - Provide regular opportunities to see classes in action and celebrate events
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##### Progress we are making towards achieving this objective:

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A dedicated Community Room has been established, supported by a part time Community Liaison Officer who has strong links with other community groups.

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## Equality Objective 2:

To raise students aspirations and ability to be representatives in the future

Why we have chosen this objective:

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***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:**

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- Raise students aspirations and ability to engage in meaningful and purposeful debate
  - Provide opportunities for leadership within the academy
  - Provide opportunities to meet/learn about aspirational people in society
  - 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
  - Challenge the under representation of girls, certain ethnic groups and those with a physical disability in clubs, trips and accessing residential
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**Progress we are making towards achieving this objective:**

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Our curriculum is multi-cultural and utilises appropriate role models from a range of cultures and genders. Large section within the library that concentrates on aspirational people. Whilst not mandatory, we do provide careers events for students from Y4 to Y6 each year in order to widen understanding of the world and possibilities.

We currently utilise Take Over Day and School Council for leadership opportunities as well as having badges of responsibility that students can work towards.

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### Equality Objective 3:

To increase the representation of other minority ethnic groups across all levels of staffing within the academy.

#### 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 2021 and identified the following:

- 56.7% White
- 32.1% Asian/British Asian
- 2.77% Mixed race
- 2.00% Black/ African/ Caribbean/ Black British
- 2.00% Other ethnic groups

At DMN our workforce profile is:

| Ethnicity                    | Associate Staff | Leaders | Teachers | Volunteers |
|------------------------------|-----------------|---------|----------|------------|
| White                        | 13%             | 75%     | 56%      | 0%         |
| Asian/British Asian          | 87%             | 25%     | 44%      | 81%        |
| Other minority ethnic groups | 0%              | 0%      | 0%       | 19%        |

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

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

Opportunities are provided to the community to volunteer and engage in academy life - 17% of associate staff have been appointed into a roll following successful volunteering. All recruitment is blind, and regular discussions occur around unconscious biases.



Links with community groups have been forged in order to advertise locally and to specific groups, where possible paper applications have been allowed in order to combat under developed IT skills.

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