

Dixons McMillan Academy

Equality Objectives 2025 - 2029

Equality Objective 1:

To foster a school environment in which students feel empowered to report prejudice-related incidents and staff are equipped with the means and confidence to respond to such incidents appropriately.

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, harassment, victimisation and any other conduct that is prohibited by the Act.

In the 2024-5 academic year, we launched a listening campaign with staff, students and families. Feedback has demonstrated that not all students currently feel 'very confident' in reporting prejudice related incidents. We will be intentional in building student confidence in this area.

We know that prejudice-related incidents are a national issue in schools:

- Diversity Role Models (2020) found that 54% of secondary school students report homophobic, biphobic and transphobic language to be common at their school (Diversity Role Models, 2020).
- Unison (2024) found that 34% of respondents had heard sexist language being used in school in the last five years, with 7% stating they witnessed this behaviour daily.
- YMCA (2020) found that 95% of young Black people have heard and witnessed the use of racist language in school.

We also recognise the problem of underreporting, which can occur for a variety of reasons:

- EHRC (2010) stated that many victims of identity-based bullying are reluctant to report incidents, either because of perceived prejudiced beliefs among teachers, fear of being judged, or uncertainty over whether their complaint will be believed or acted upon.

We acknowledge that the extent and quality of CPD received by staff regarding prejudice-related incidents varies nationally. By effectively educating our school community in reporting and responding to prejudice-related incidents, we seek to create a positive school environment for everyone, to safeguard the wellbeing of all pupils and staff and to best prepare our children for life in modern Britain and to thrive in a diverse, globalised world.

To achieve this objective we plan to:

- Continue to embed our trust-wide policy for responding to prejudice-related incidents and ensure that staff, students and families are familiar with this policy.
 - Ensuring the senior school leader for EDI is alerted to prejudice related incidents to monitor consistency in response.
 - Commit to delivering regular and ongoing professional development for staff, centred on understanding lived experience and the range of protected characteristics.
 - Provide supervision to staff with responsibility for investigating and determining actions in relation to prejudice-related incidents.
 - Monitor the recording of prejudicial incidents for clarity and consistency in staff response.
 - Conduct regular listening sessions to gain student voice surrounding their experienced of prejudice-related incidents.
 - Continue to use our PDS (PSHE) curriculum as a mechanism for educating students on the protected characteristics and the importance of informing a trusted adult where such incidents are experienced or witnessed within school, liaising with the CCT champion surrounding this.
 - Use cultural studies to build students' understanding of diversity and actively promote diversity.
 - Ensure that a meaningful package of impactful intervention and education is put in place to respond to prejudice related incidents
 - Take action to challenge student perceptions surrounding reporting incidents and encourage all students to report, while challenging unhelpful perceptions of "snitching".
 - Encourage staff vigilance surrounding prejudicial language that is used, ensuring that staff are educated on unfamiliar or uncommon language or terms.
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Progress we are making towards achieving this objective:

To be reviewed in the 2025-6 academic year.

Equality Objective 2:

Our curricula ensures that all children and young people are represented and are also exposed to a wide range of perspectives that serve to broaden their horizons.

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.

Dixons McMillan is a smaller than average secondary school and we have a diverse student population. [Insert precise demographic information here on ethnicity, religion, SEND]. We also recognise that many of our students are likely to hold invisible characteristics.

We recognise that if we are truly committed to equality, diversity and inclusion, our students must be able to see it, understand it and feel it. We know that representation in the curriculum is a fundamental mechanism for facilitating this, but that there is much work to do in this area. In March 2025, the Department for Education published its interim report as part of its review of the National Curriculum and Assessment in England. It revealed that:

- Not being able to see themselves in the content they learn, or encountering negative portrayals, can be disempowering and demotivating for students.
- Ensuring that a diverse range of perspectives, experiences and representation are contained in set texts has also been seen to support student engagement and positive outcomes, alongside empathy and understanding of others.

Student voice from within our own communities has revealed similar findings.

The time we spend with our children is primarily in our classrooms delivering instruction; as such, our curricula must give life to our equality, diversity and inclusion (ED&I). For our curricula to achieve this, ED&I must be pervasive, informing every decision taken in our classrooms.

To achieve this objective we plan to:

- Ensure curriculum leads are wholly up to date with the ED&I curriculum training facilitated within our trust CCTs.
 - Ensure mechanisms are in place to capture the intentional ED&I of our curricula.
 - Capture staff and student feedback on the representation of our ED&I curricula.
 - Deliver regular PD to support staff in developing ED&I and racial literacy to increase confidence in exploring sensitive topics.
 - Ensure that representation in the curriculum is meaningful and prevents the perpetuation of negative stereotypes.
 - Use subject coaching to empower staff to consider the curriculum through an ED&I lens in planning and delivery.
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Progress we are making towards achieving this objective:

To be reviewed in the 2025-6 academic year.



Equality Objective 3:

To work proactively and dynamically to foster good relationships with our wider community.

Why we have chosen this objective:

Our school serves a richly diverse community, and we believe that every student, family, and staff member deserves to feel a genuine sense of belonging. Through our work with Bradford Schools of Sanctuary and feedback gathered during our inclusive listening campaign, it is clear that deepening our relationships with the wider community is essential to fostering inclusion, equity, and shared responsibility. This objective reflects our commitment to being a safe, welcoming, and outward-facing school that actively listens and responds to the voices within and beyond our gates. We will amplify student leadership and voice, consult with staff following our inclusive listening campaign, and work collaboratively with Bradford Citizens and other external partners. Together, we aim to strengthen connections, build shared understanding, and ensure our school is a place where everyone feels seen, heard, and valued.

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.

This objective was chosen after consultation with the student leadership team and the wider student and staff body through our inclusive listening campaign.

To achieve this objective we plan to:

- Establish a community hub that serves as a welcoming space for families, local organisations, and students to connect, access support, and collaborate.
 - Work in partnership with Bradford Schools of Sanctuary to ensure our practices and policies support sanctuary principles and celebrate the strengths of all members of our community.
 - Empower student leaders to co-design and lead community engagement initiatives that reflect their lived experiences and aspirations.
 - Act on the outcomes of our inclusive listening campaign by consulting staff and implementing targeted actions to improve equity and inclusion across the school.
 - Collaborate with external partners, including Bradford and West Yorkshire Citizens, to strengthen local networks, address community priorities, and create shared opportunities for social justice and change.
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Progress we are making towards achieving this objective:

To be reviewed in the 2025-6 academic year.

