

Dixons Sixth Form

Equality Objectives 2020 - 2024

Equality Objective 1:

To increase the representation of staff from minority ethnic groups at all levels within the organisation.

Why we have chosen this objective:

Every person, regardless of their ethnicity or background, should be able to fulfil their potential at work. (Race in the workplace: The McGregor-Smith review 2018)

We believe and fully embrace this as truth for the students that we educate. Therefore as an employer there is a concomitant requirement to do all we can to ensure that in the recruitment and promotion of staff minority ethnic groups have the opportunity to flourish and change our organizational culture.

To achieve this objective we plan to:

All staff appointments and promotions are made on the basis of merit, 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 the travel to work community.

We will ensure that our recruitment evenings and promotional videos include significant contributions from our teachers from minority ethnic communities.

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 and governors involved in recruitment on equal opportunities and non-discrimination by July 2021. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

Progress we are making towards achieving this objective:

Data on the ethnicity of staff has been requested so we can establish a baseline to measure progress against

Training has been completed by all leaders in equal opportunities, anti-racism and unconscious bias

2021 starters show greater diversity than previous teacher cohorts at D6A.

Equality Objective 2:

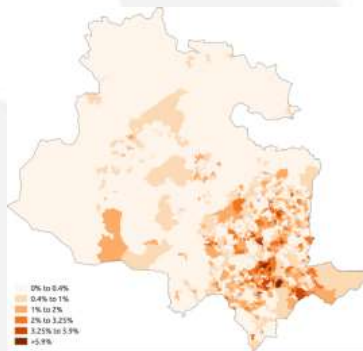
To recruit an increasingly diverse student body so that a greater proportion of ethnic minority groups from the urban Bradford area are represented in the student body.

Why we have chosen this objective:

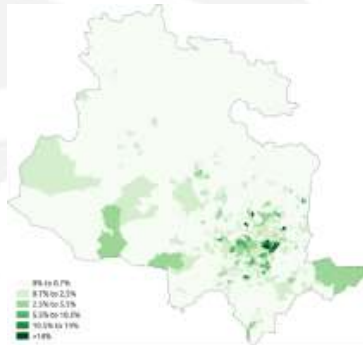
As Bradford grows and evolves the proportion of ethnic groups such as Arabic heritage, Black African and Eastern European people groups in the urban area is increasing. Attracting students from these communities will provide an aspiration Sixth Form experience for students from these backgrounds.

To achieve this objective we plan to:

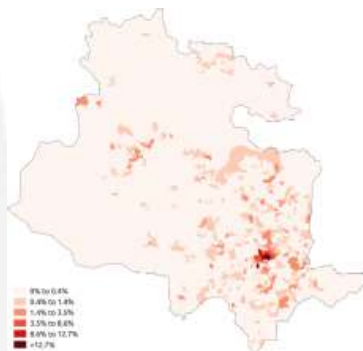
Use census data (see charts below) to prioritise Non-Dixons marketing and liaison activities where the College will be most visible to students. These activities include online advertising and YR11 assemblies and talks.



Black Caribbean



Other - Arab



Asian - Chinese

When producing student case studies we will ensure that we showcase the diversity already present within our student community.



Progress we are making towards achieving this objective:

The 2020-2021 student cohort is made up of 22 different ethnicities, the majority of which are students from Pakistani or Bangladeshi heritage.

Equality Objective 3:

To increase proportion of students classified as having a disability.

Why we have chosen this objective:

We set out our stall to be the A level provider of choice for Bradford. Therefore we have a moral obligation to ensure students with disabilities that desire to study A levels, have at least equal access to our offer compared to other providers.

It is thought that approximately 6% of students entering higher education had a disability in 2004-5, a low figure compared with general population statistics (actiononaccess.org)

The same study found that there is little difference between the number of graduates with a disability entering the workplace compared with graduates without a disability entering the workplace, suggesting that access to higher education levels the playing field (ibid)

To achieve this objective we plan to:

Communicate effectively with those with extra support needs about what they need and do our best to implement these measures.

Proactively liaise with partner school and ask to talk about progression plans directly to all YR10 and 11 students with a disability that have target grades in excess of our entry criteria

Make contact with local disability groups to ensure we are 'on the map'

<https://localoffer.bradford.gov.uk/services/education>

Train staff in advance of marketing and liaison event to increase greater awareness of SEND challenges

<https://researchbriefings.files.parliament.uk/documents/CBP-8561/CBP-8561.pdf>

Progress we are making towards achieving this objective:

We have increased our staffing in SEND from a team of one person to a team of three people

