

Dixons Brooklands Academy

Equality Objectives 2025

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.

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.
- 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 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.

Progress we are making towards achieving this objective:

To be reviewed in the 2028 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.

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 inform their confidence in exploring sensitive topics and themes.
 - Ensure that representation in the curriculum is meaningful and prevents the perpetuation of negative stereotypes.
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Progress we are making towards achieving this objective:

To be reviewed in the 2028 academic year.



Equality Objective 3:

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

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:

- Foster good relationships across all characteristics, between people who share a protected characteristic and people who do not share it.
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To achieve this objective we plan to:

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- review our PDS curriculum offer to ensure we are explicitly addressing misconceptions, subconscious bias, and incidents within the school, community and the media.
 - review our curriculum offer in all subjects to ensure broad, balanced and fair representation.
 - provide regular CPD and opportunities for all staff to engage with the work of the group and develop empathy and understanding.
 - Conduct a culture day for students to celebrate their own culture and learn about that of others
 - Embed greater opportunities for community outreach and community engagement within school
 - Extend invitations to the whole community to attend extra-curricular sessions
 - Work with the neighbourhood team to identify areas of need in the community
 - Ensure all stakeholders are given the opportunity to share their opinions through forums and surveys
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Progress we are making towards achieving this objective:

To be reviewed in the 2028 academic year.

