

Equality Action Plan 2018-2021

Public Sector Equality Duty	Equality Objective	Strategies	Success Criteria	Responsibility
Eliminate discrimination, harassment and victimisation	1) To ensure students are not discriminated against for race/religion/sexuality/gender/background or any other area at the UTC	<ul style="list-style-type: none"> • Use of digital signage to promote British Values • Poverty proofing project in 2019 • Ethos and code of conduct implementation • Personal Development lessons on British Values and Extremism 	<ul style="list-style-type: none"> • No incidents of bullying reported on DfE incident returns • Positive feedback from students/staff/visitors validated by external DfE review • Students and Staff understand British Values 	Pastoral staff
		<p><u>Progress Commentary</u></p> <p>As of December 2018:</p> <ol style="list-style-type: none"> 1) Digital signage reinforces message of British values all day every day 2) Positive feedback from first DfE monitoring visit Nov 2018 3) Prayer room in place which has been seen and deemed acceptable by DfE Regional Coordinator for Prevent 4) Year 10 students have had five Personal Development lessons on British Values, Extremism and Extremist Propaganda <p>March 2020</p> <ol style="list-style-type: none"> 1) Very rare if ever issues with discrimination. Strong behaviour intervention where victimisation occurs 2) Code of conduct visible across school and in line with industry expectations 3) British values on all PC screens and on TVs regularly as well as part of PD curriculum. EE feedback positive on this topic 		

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<p>Advance equality of opportunity between different groups</p>	<p>2) To increase the attendance of students across the college by 2%</p>	<ul style="list-style-type: none"> • Attendance Support external contract – Attendance 100 • Parental Contracts, LA monitoring for Persistent Absence • Industry Partner involvement to support attendance 	<p>UTC attendance increases, groups such as PP attendance increases</p>	<p>Pastoral Staff SLT</p>
		<p><u>Progress Commentary</u> As of December 2018:</p> <ol style="list-style-type: none"> 1) Attendance 100 contract in place and active 2) Pastoral lead capacity built to tackle problem 3) Early evidence of positive impact <p>March 2020 More than 2% increase for students from previous school. However some students still struggling to reach attendance expectations</p> <p>Use of a range of challenge and reward and significant investment in intervention to drive up attendance</p>		
<p>Foster good relations between different groups</p>	<p>3) To promote cultural understanding between different ethnic groups within our community</p>	<ul style="list-style-type: none"> • Personal Development curriculum focus on British Values • Culture and ethos of the UTC • Use of digital signage to celebrate other cultures 	<p>DfE monitoring visit No incidents of related bullying</p>	<p>Pastoral Staff Admin staff - signage</p>

Progress Commentary

As of December 2018:

- 1) Personal development curriculum ratified by DfE during ROM and OFSTED pre-inspection
- 2) Evidence from DfE review that positive ethos and culture has been established

March 2020

PD run with 6th form as well with drop down days and planned as weekly session from September

Positive fback from DfE reviews