**North East Futures UTC - Equality Action Plan 2018-2021**

**Equality Action Plan 2018-2021**

Updated 2-3-2021 D Sydes

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| **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 | * 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 | * 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 |
| **Progress Commentary** As of December 2018:   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     **March 2020**   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   **March 2021**   1. Rare isntances of discrimination or victimisation. Rare occurrences are effectively and efficiently dealt with – evidence of this from staff/student/parent survey and ‘mock’ OFSTED 2. Code of conduct updated annually, new behaviour protocols added to Learning Folders March 2021, code of conduct given at enrolment and available on website | | |

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| **Advance equality of opportunity between**  **different groups** | 2) To increase the attendance of  students across the college by 2% | * Attendance Support   external contract – Attendance 100   * Parental Contracts, LA monitoring for Persistent Absence * Industry Partner involvement to support attendance | UTC attendance increases, groups such as PP attendance increases | Pastoral Staff SLT |
| **Progress Commentary** As of December 2018:   1. Attendance 100 contract in place and active 2. Pastoral lead capacity built to tackle problem 3) Early evidence of positive impact     **March 2020**  More than 2% increase for students from previous school. However some students still struggling to reach attendance expectations    Use of a range of challenge and reward and significant investment in intervention to drive up attendance  **March 2021**   1. Attendance still a risk at the UTC with some poor attenders or school refusers. Range of support and challenge strategies used. Additional Teaching School support in this area being implemented March 2021. Clear evidence that even poor attending students have improve their attendance % since their last school. Key School Improvement focus area for next academic year following COVID | | |

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| **Foster good relations between**  **different groups** | 3) To promote cultural understanding between different ethnic groups within our  community |      | Personal Development curriculum focus on British  Values  Culture and ethos of the UTC Use of digital signage to celebrate other cultures | DfE monitoring visit  No incidents of related bullying | Pastoral Staff  Admin staff - signage |

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|  |  | **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  **March 2021**  Personal Development continues to be a strength of the UTC as evidenced by ‘mock’ OFSTED Dec 2020, PD Curriculum Plan developed and summary available on website |