

# Equality Action Plan 2021-2024

Updated 24-5-2021 D Sydes



Public Sector Equality Duty	Equality Objective	Strategies	Success Criteria	Responsibility
<b>Eliminate discrimination, harassment and victimisation</b>	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"><li>• Use of digital signage to promote British Values</li><li>• Poverty proofing project in 2019</li><li>• Ethos and code of conduct implementation</li><li>• Personal Development lessons on British Values and Extremism</li><li>• Supportive content in tutor time and assembly</li></ul>	<ul style="list-style-type: none"><li>• Very low incidents of bullying reported on DfE incident returns</li><li>• Positive feedback from students/staff/visitors validated by external review</li><li>• Students and Staff understand British Values</li></ul>	Pastoral team

		Update June 2021: Student voice in May 2021 reflected a good understanding of British Values, extremism and radicalisation
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<b>Advance equality of opportunity between different groups</b>	2) To increase the attendance of students across the college by at least 2% against attendance in their last school	<ul style="list-style-type: none"> <li>• Attendance Support external contract</li> <li>• Parental Contracts, LA monitoring for Persistent Absence</li> <li>• Industry Partner involvement to support attendance</li> <li>• See Attendance Policy and Strategy for more detail</li> </ul>	UTC attendance increases, groups such as PP attendance increases , PA decreases, evidence of improvement against attendance in last school	Pastoral Team
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		<p><b><u>Progress Commentary</u></b> As of May 2021</p> <p>Weekly Principal's meeting around attendance with Pastoral Team, evidence of improvement in Y10 and 6<sup>th</sup> Form, clear evidence of improved attendance % against previous school data</p>
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<p><b>Foster good relations between different groups</b></p>	<p>3) To promote cultural understanding between different ethnic groups within our community</p>	<p>Personal Development Curriculum focus on British Values</p> <p>Culture and ethos of the UTC Use of digital signage to celebrate other cultures</p>	<p>DfE monitoring visit</p> <p>Very low incidents of related bullying</p>	<p>Pastoral Staff</p>
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**North East Futures UTC part of Tyne Coast Academy Trust 08313162**

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**Progress Commentary** As

of May 2021

British Values on all  
desktop PC backgrounds

BV Student Voice check  
during May Lesson

Observation Cycles