

# Equality Action Plan 2018-2021

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

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<p><b>Advance equality of opportunity between different groups</b></p>	<p>2) To increase the attendance of students across the college by 2%</p>	<ul style="list-style-type: none"> <li>• Attendance Support external contract – Attendance 100</li> <li>• Parental Contracts, LA monitoring for Persistent Absence</li> <li>• Industry Partner involvement to support attendance</li> </ul>	<p>UTC attendance increases, groups such as PP attendance increases</p>	<p>Pastoral Staff SLT</p>
		<p><b><u>Progress Commentary</u></b> As of December 2018:</p> <ol style="list-style-type: none"> <li>1) Attendance 100 contract in place and active</li> <li>2) Pastoral lead capacity built to tackle problem</li> <li>3) Early evidence of positive impact</li> </ol> <p><b>March 2020</b> 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><b>Foster good relations between different groups</b></p>	<p>3) To promote cultural understanding between different ethnic groups within our community</p>	<ul style="list-style-type: none"> <li>• Personal Development curriculum focus on British Values</li> <li>• Culture and ethos of the UTC</li> <li>• Use of digital signage to celebrate other cultures</li> </ul>	<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 6<sup>th</sup> form as well with drop down days and planned as weekly session from September

Positive fback from DfE reviews