

Equality Action Plan 2021-2024

Updated 3-3-2022 D Sydes

Public Sector Equality Duty	Equality Objective	Strategies	Success Criteria	Responsibility
<p>Eliminate discrimination, harassment and victimisation</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"> • 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 • Supportive content in tutor time and assembly 	<ul style="list-style-type: none"> • Very low incidents of bullying reported on DfE incident returns • Positive feedback from students/staff/visitors validated by external review • Students and Staff understand British Values 	<p>Pastoral team</p>

Update June 2021: Student voice in May 2021 reflected a good understanding of British Values, extremism and radicalisation

Update March 2022: continues to be low levels of bullying and harassment, but some incidents have occurred. All incidents have been dealt with effectively and as a high priority.

Some students in Y11 using derogatory language have completed an online programme to help better understand why this is a problem and improve conduct in the future.

Greater diversity in student body than ever. LGBTQ+ weekly group in place.

More work needed to promote diversity across the UTC – e.g. Black History Month and Pride

A refreshed Poverty Proofing visit may be useful also

<p>Advance equality of opportunity between different groups</p>	<p>2) To increase the attendance of students across the college by at least 2% against attendance in their last school</p>	<p>Attendance Support</p> <ul style="list-style-type: none"> external contract Parental Contracts, LA monitoring for Persistent Absence Industry Partner involvement to support attendance See Attendance Policy and Strategy for more detail 	<p>UTC attendance increases, groups such as PP attendance increases , PA decreases, evidence of improvement against attendance in last school</p>	<p>Pastoral Team</p>
		<p>Progress Commentary As of May 2021 Weekly Principal’s meeting around attendance with Pastoral Team, evidence of improvement in Y10 and 6th Form, clear evidence of improved attendance % against previous school data</p> <p>Update March 2022: Attendance in 2020-21 was improved by an average of 5%</p> <p>Attendance in 2021-22 is currently concerning due to COVID related absences, other illnesses and SEMH. Leaders are prioritising the attendance strategy to improve the attendance in the remainder of the academic year.</p>		

			<p>Pastoral Staff</p>
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<p>Foster good relations between different groups</p>	<p>3) To promote cultural understanding between different ethnic groups within our community</p>	<p>Personal Development Curriculum focus on British Values Culture and ethos of the UTC Use of digital signage to celebrate other cultures</p>	<p>DfE monitoring visit Very low incidents of related bullying Student Voice</p>	
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		<p>Progress Commentary As of May 2021 British Values on all desktop PC backgrounds BV Student Voice check during May Lesson Observation Cycles</p> <p>Update March 2022: Cultural understanding is celebrated wherever possible at the UTC and the student body includes students from a wide variety of ethnicities and backgrounds – examples of celebration include in assembly, using digital signs and through the Personal Development Curriculum</p> <p>More work is needed to improve the optics and culture further still of</p>
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diversity and inclusion at
the UTC