

COMPLIANCE WITH SINGLE EQUALITY DUTY (SED)

Member of Staff Responsible	Principal
Board of Directors' Committee Responsible	None
Related policies	
Implementation date	28 th February 2017
Review date	28 th February 2021

1. As a matter of course, Silverstone UTC staff is reminded about the compliance and importance of the Single Equality Duty and ensure that all work undertaken complies and promotes equality of access and participation for all.

2. Associated policies:
 - Anti-bullying policy.
 - Behaviour Management Policy.
 - Safeguarding Policy.
 - Exclusion Policies and Procedures.
 - Performance Management Policy.
 - Gifted and Talented Policy.
 - Assessment and Reporting Policy.
 - Attendance Policy.
 - Careers Education and Guidance Policy.
 - Citizenship Policy.
 - Confidentiality.
 - Curriculum Policy.
 - Disability Discrimination Survey.
 - Misuse of Drugs and Substances Policy.
 - Inclusion Policy.
 - SEN Policy.
 - Learning Policy.
 - Personal Social and Health Education Policy.
 - Recruitment and Retention Policy.
 - Restraint Policy.
 - School Attendance and Punctuality Policy.
 - Sex and Relationship Education Policy.

3. The UTC is committed to fair and equal treatment of individuals regardless of race, disability, gender, age, sexual orientation and religion or beliefs (equality groups). This Single Equality Policy incorporates a framework for self-evaluation and action planning.

4. This policy sets out the UTC's approach to the Single Equality Duty as outlined by the Equality and Human Rights Commission to secure equality with regard to race, disability, gender, age, sexual orientation and religion or beliefs.
5. The UTC recognises that there are core values which underpin the ethos of the UTC and this Single Equality Policy. These are:
 - **Fairness** – no UTC policy will unfairly advantage or disadvantage any member of the UTC community.
 - **Trust** – all members of the UTC will operate within a culture of trust and individual responsibility.
 - **Participation** – all members of the UTC will be encouraged to participate in UTC activities and no member of the UTC will be barred from an activity which could be reasonably expected to be open to all.
 - **Consultation and negotiation** – the UTC is committed to consultation and negotiation with all representative stakeholders over major policy decisions taken by the UTC.
 - **Collaboration** – all members of the UTC will work together as a team in which every member has a view and a voice that will be valued.
 - **Transparency** – the rationale behind decisions taken will be open and subject to scrutiny.
6. The implementation of this policy as part of the Single Equality Scheme will be monitored by the Board of Directors of the UTC and remain under constant review by the Principal.
7. Anyone wishing to join the UTC has the right to be treated with equality. The UTC is committed to ensuring that we do not discriminate against anyone regardless of race, disability, gender, age, sexual orientation and religion or beliefs. This is in line with the Race Relations Act (1976) and the Disability Discrimination Act (2006) and applies to both direct and indirect discrimination.
8. The UTC is committed to celebrating diversity and will provide a supportive, inclusive and empowering learning community for all students and adults which fosters positive relationships and values diversity as a rich learning resource.
9. The UTC recognises that it has to make special efforts to ensure that all potentially vulnerable groups of learners are helped to fulfil their potential including:
 - Boys, girls, men and women.
 - All minority ethnic groups including Gypsy Roma Travellers, refugees and asylum seekers.
 - Student and others with Special Educational Needs.
 - Students and others with a range of disabilities.
 - Looked After Children and their carers.
 - Young Offenders.
 - Young Carers.
 - Children at risk of significant harm.
 - Children living with vulnerable adults.
 - Sexual orientation or gender reassignment.
 - Students for whom English is an additional language.
 - Students known to be eligible for free school meals.
 - Religion or belief.
 - Pregnancy and maternity.

10. The UTC is committed to nurturing in all staff and students the personal qualities which we consider to be essential in a member of the UTC community and as a citizen in the wider community and which promote and value equality and respect for all. These include:
 - Thoughtfulness.
 - Honesty.
 - Integrity.
 - Caring.
 - Kindness.
 - Responsibility.
 - Humility.

11. The UTC will ensure that, whilst adhering to the equalities law and safer and fair recruitment practices, every attempt will be made to achieve diversity in the workforce and the Board of Directors to ensure that it is representative of the local community.

12. The UTC is committed to regular monitoring and evaluation of the attainment and achievement of all students including those from vulnerable groups to enable us to identify areas where additional intervention and support may be required.

13. The UTC will regularly review and evaluate the impact of all UTC policies on the equality groups identified in this policy and where necessary take action to improve policies and practice to promote equality for all.

14. The UTC will seek to make reasonable adjustments to ensure the equality of opportunity of all members of the UTC community including students, staff, governors, parents and carers and other visitors to the UTC. These include:
 - Taking reasonable steps to ensure that the building is physically accessible to all including wheelchair users, the visually impaired and those with other physical disabilities.
 - Working closely with external support agencies to ensure the most effective support is in place
 - Providing specific and targeted training to enable staff to meet the needs of individuals.
 - Sharing good practice in respect of teaching and learning to ensure equality of access for all
 - Purchasing a range of specific equipment, software and resources to enhance learning and support for individuals.
 - Providing a range of extra-curricular activities to allow choice and access for all.

15. The UTC is committed to ensuring that all members of the UTC are fully supported and recognises that some groups may have particular needs. These include:
 - Arranging individual meetings with parents of students with a disability or special educational needs to determine the most appropriate strategy and intervention.
 - Providing one to one support for students with literacy and numeracy developmental difficulties.
 - Working closely with external agencies to provide support for students and families including mentoring and counselling.
 - Providing and regularly reviewing Individual Education Plans for students with special educational needs.

- Providing individual academic targets for all students, reviewing progress against these targets and identifying intervention strategies on an individual and/or group basis.
16. The UTC is committed to providing a rich and relevant curriculum which celebrates diversity, actively promotes community cohesion and ensures their understanding and appreciation of faith, diversity and the common values which underpin society which is broader than the planned teaching in RE and Learning Skills and through assemblies. These include opportunities for:
- Offering and listening to different viewpoints.
 - Understanding the different rights and beliefs of equality groups and developing greater individual tolerance as a member of the UTC.
 - Learning about and understanding the history of oppression and inequalities in society with particular reference to the equality groups in this policy.
 - Planning actions in Design and Technology Design and Make assignments that take account of social and environmental impacts.
 - A broad range of educational trips and visits for all students.
 - Participation for all students in all aspects of UTC life, including extra-curricular activities.
17. The UTC promotes an inclusive ethos in all aspects of its operation. Our approach to behaviour management is based upon creating strong relationships built on trust and individual responsibility. This positive approach to behaviour management enables all students in the UTC to develop positive behaviour patterns and for us to support those most vulnerable students more effectively.
18. The UTC will ensure that it has an effective anti-bullying policy which is applied equally to all students and does not advantage or disadvantage any member of the UTC community. The UTC recognises that the equality groups covered in this policy may be more vulnerable to bullying and harassment and that all incidents of reported bullying are acted upon swiftly and recorded accordingly, reporting to parents as necessary.
19. The UTC will ensure that all aspects of employment, including recruitment, disciplinary issues, complaints, grievances and allocation of responsibilities, professional development and other opportunities for all staff are monitored to ensure that equality is upheld.
20. The UTC will monitor the following data in respect of the equality groups identified in this policy and analyse this in comparison with the UTC community as a whole and national trends:
- Attainment.
 - Progress.
 - Attendance.
 - Exclusion.
 - Bullying.

The UTC will subsequently identify appropriate interventions to minimise any discrepancies from the equality groups.

21. The effectiveness of the Single Equality Scheme will be assessed using a self-evaluation framework and an assessment of progress against targets identified in the action plan together with stakeholder views.

22. This policy will be reviewed within a three year period the Equality Objective will be reviewed annually.

Silverstone UTC Equality Objective

To raise achievement with specific reference to those who share a protected characteristic. This will advance equality of opportunity between those who share a protected characteristic and those who do not.