

Equal Opportunities for Students Policy



Approved: September 2015

Review Date: September 2019

1. Roles and Responsibilities

1.1 The Governing Body (GB) will monitor and review the working of the policy and procedures by allocation of duties to senior UTC@MediaCityUK staff and committees of the Governing Body.

1.2 The Principal has overall responsibility for this Equal Opportunities policy. On a day-to-day basis the responsibility for the organization and implementation of this will lie with the Director of Teaching and Progress. This post holder will present general reports, statistics and incident reports to the Governing Body and its committees as agreed with the Principal.

1.3 The Director of Teaching and Progress is responsible for ensuring equal opportunities in the curriculum.

1.4 All students and staff are responsible for following this policy and reporting incidents of unequal treatment to the appropriate senior member of staff.

2. Suggested Audience

All teaching and support staff.

3. Related policies

This policy is part of a suite of policies which should also be referred to and reflects the Equality Act 2010:

- Disability Policy
- Safeguarding Policy
- Assessment Policy
- Behaviour Policy
- SEN Policy
- Anti-bullying Policy
- Equal Opportunities for Staff Policy

4. Aims

4.1 The principal aim of this policy is to promote equality of opportunity in the UTC@MediaCityUK for all students

4.2 The UTC@MediaCityUK recognises that direct and indirect discrimination might take place and therefore sees the need for a positive and effective equal opportunities policy and identifies other aims to support the principal aim:

- To promote the concept of equality of opportunity throughout the student body through curriculum provision and through the ethos and values demonstrated by the UTC@MediaCityUK
- To develop an understanding of, and promotion of, human equality and equal opportunities
- To promote good relations between members of different racial, cultural and religious groups and communities
- To enable students to take responsibility for their behaviour and relationships with others

5. Legal Background

5.1 The main statutory provisions covering discrimination within the context of this statement are the following:

- Sex Discrimination Acts 1975 and 1986
- Race Relations Act 1976
- Rehabilitation of Offenders Act 1974
- Disability Discrimination Act 1995
- Race Relations (Amendment) Act 2000
- Special Educational Needs and Disability Act 2001
- Race Relations Act 1976 (General Statutory Duty: Code of Practice) Regulations 2002
- Disability Discrimination Act 2005
- Equality Act 2010

5.2 Also relevant are:

- Human Rights Act 1998
- The Statutory Code of Practice on the Duty to Promote Race Equality

5.3 The UTC@MediaCityUK's values, aims and objectives all accord with the equal treatment of people promoted by these laws and regulations, and the rights enshrined in the Human Rights Act 1998.

6. Responsibilities Further Defined

6.1 Equal opportunities concern everyone and every member of the UTC@MediaCityUK community has an obligation to promote equality in every sphere of UTC@MediaCityUK life.

6.2 The Governing Body (GB) will monitor and review the working of the policy and procedures by allocation of duties to senior UTC@MediaCityUK staff and committees of the GB.

6.3 The Principal has overall responsibility for this equal opportunities policy. On a day-to-day basis the responsibility for the organisation and implementation of this will lie with the Director of Teaching and Progress. The Director of Teaching and Progress will present general reports, statistics and incident reports to the Governing Body and its committees as agreed with the Principal.

6.4 Teaching and support staff are responsible for ensuring that:

- All students are engaged through sensitive and appropriate choice around a range of learning styles, methods, language, questioning and classroom management
- Suitable resources are chosen which motivate and are sensitive to different groups, cultures and backgrounds
- Stereotypes and what are thought to be stereotypical activities are effectively challenged
- Teaching and learning strategies are reviewed in relation to variations in learning and attainment and in the light of known good practice
- All staff are aware of possible cultural assumptions and bias within their own attitudes

6.5 All students and staff are responsible for following this policy and reporting incidents of unequal treatment to the appropriate senior member of staff.

7. Leadership and Management

7.1 All leaders at every level within UTC@MediaCityUK are responsible for ensuring that appropriate arrangements are put in place to monitor the performance of potentially disadvantaged students. Measures will include:

- Identifying and investigating any patterns with regard to exclusions and poor attendance in respect of particular groups
- Monitoring differences in student attitudes to work and towards each other, with a view to identifying any significant patterns
- Addressing issues such as sexual or racial harassment, bullying and hostile behaviour and ensuring that there are effective procedures for reporting and responding to such incidents
- Ensuring that the performance of different groups of students is monitored and evaluated so that the particular needs of different students are met
- Assessing the impact of additional support on standards of attainment, progress and other key targets

7.2 Where patterns have been identified an appropriate response to these patterns of attainment, progress, behaviour, attitudes and attendance will be swiftly made to remedy any deficiency. It is the responsibility of all leaders to ensure that:

- Strategies should be implemented to raise performance, aspirations and self-esteem
- Staff development is provided to raise awareness of differences in need and to promote strategies to raise achievement in all students
- An environment is created which affirms and supports ethnic, cultural, religious and social diversity and effectively promotes good personal, community and race relations

8. Impact for Students

All students will have equal access to all UTC@MediaCityUK curriculum programmes of study throughout each Key Stage, and non-compulsory courses, according to aptitude and ability.

The UTC@MediaCityUK is committed to full educational inclusion (see SEN policy).

The Director of Teaching and Progress will collect and record figures on take-up of courses, which will be presented to the Principal annually, or more often if requested. The Principal will keep the Governors informed on this.

The Director of Teaching and Progress will ensure that annual analyses of attainment, behaviour and other student data will be undertaken by gender, ethnic background and ability (or via cohorts identified in RAISEonline).

All areas of learning will have equality of opportunity at their core and make explicit references within medium and long term learning plans to ensure full progression for every student.

All UTC@MediaCityUK improvement plans will ensure that the attainment, progress and quality of learning for all students is fully addressed.

UTC@MediaCityUK rules and the Behaviour Policy for students clearly and explicitly forbid the verbalisation or vocalisation of discrimination on the grounds of race, culture, religious, gender, sexuality and ability/disability.

Monitoring and Review

The implementation of this policy throughout the UTC@MediaCityUK will be reviewed annually, with all relevant changes clearly identified and a report made to the Governing Body by the Director of Teaching and Progress.

Approval by Governing Body and Review Date

This policy has been formally approved and adopted by the Governing Body at a formally convened meeting.

Signed: _____ (Chair of Governing Body)

Date: _____ Review date: _____