UTC@MediacityUK

Inclusion and Equality Policy

Date adopted: March 2017

Date to be reviewed: Sept 2019

Signed: ……….…….

1) Racial Equality

At UTC@MEDIACITYUK we will continuously strive to ensure that everyone in our UTC is treated with respect and dignity. Each person in our UTC will be given fair and equal opportunities to develop their full potential with positive regard to gender, ethnicity, cultural and religious background, sexuality, pregnancy, undergoing gender reassignment or disability

This UTC will actively promote race equality and oppose racism in all its forms and foster positive attitudes and commitment to an education for equality

This policy sets out our commitment to promoting equality of opportunity and good race relations, tackling racial discrimination and explains what this means for the whole UTC community.

Objectives

- To treat all those within the whole UTC community (e.g. students, staff governors, parents and community) as individuals with their own particular abilities, beliefs, challenges, attitudes, background and experiences

- To create a UTC ethos which promotes race equality, develops understanding and challenges myths, stereotypes, misconceptions and prejudices

- To encourage everyone within our UTC community to gain a positive self image and high self esteem

- To have high expectations of everyone involved with the whole UTC

- To promote mutual respect and value each others' similarities and differences and face equality issues openly

- To identify and remove all practices, procedures and customs which are discriminatory and replace them with practices which are fair to all

- To monitor, evaluate and review all of the above to secure continuous improvement in all aspects of race equality through the mechanisms of UTC improvement

Implementing this Race Equality Policy

Responsibilities:

Governing Body – The Governing Body will ensure that the UTC complies with Race Relations Legislation. The Governing Body will ensure that this policy and related procedures and strategies are implemented. They will seek regular (annual) advice from the designated member of the senior management team.

Principal – The Principal will ensure that this policy together with related procedures are implemented, that all staff are aware of their responsibilities and given training appropriate to their role. The Principal will ensure that appropriate action is taken in cases of racial discrimination. The Principal will designate a member of the senior leadership team (Vice Principal Student Support) to have particular lead responsibility for this area.

All staff – All staff have a responsibility for dealing with racist incidents. This should be done by using the UTC's established behaviour management referral system (flow chart available on staff notice-board and staff intranet). Staff should refer the incident to the XXXX who will ensure the completion of a racist incident form is completed, recorded and passed on to the Authority via the Principal's PA for logging. All staff should challenge racial bias and stereotyping.

Staff should seek ways of promoting good race relations through teaching and other interactions with students. Training on race equality will be delivered via staff training on Wednesday afternoons and as part of the UTC's induction programme.

People with specific responsibilities – The Vice Principal Student Support will be responsible for co-ordinating racial equality work and dealing with reported incidents of racism or racial harassment.

Visitors and Contractors – Visitors to the UTC will be expected to work within the guidelines set out in this policy.

Breaches of the policy – Students who breach this policy will be subject to the processes and sanctions set out in the UTC's behaviour management policy. Staff who breach this policy by neglect i.e. not taking opportunities to promote racial equality will be offered further training and support. Accusations of racism or racial harassment against a member of staff will be deal with under the UTC's staff discipline code.

Policy, Planning and Review

Ethnic Monitoring – The Vice Principal Student Support will monitor issues concerning race equality. This will include: scrutiny of racial incident forms, monitoring the progress of ethnic minority students as identified by the Annual Census and monitoring of fixed term and permanent exclusions. She will report to the Principal.

Arrangements for monitoring & evaluation

- Vice Principal Student Support responsible cross reference Child Protection Policy with all other associated polices as listed in the Report to Governing Body on Safeguarding Children
- Governors Curriculum Committees and Governor responsible for Child Protection will review all processes on an annual basis

2) DISABILITY EQUALITY

RATIONALE

This policy sets out how UTC@MEDIACITYUK will promote equality of opportunity for disabled people.

Duties in the Disability Discrimination Act 2005 (The DDA) requires the governing body to:

* increase the extent to which disabled students can participate in the school curriculum
* improve the environment of the school to increase the extent to which disabled students can take advantage of education and associated services
* improve the delivery to disabled students of information which is provided in writing for students who are not disabled
* promote equality of opportunity for disabled people: students, staff, parents, carers and other people who use the school or may wish to
* prepare and publish a disability policy to show how they will meet these duties

Definition of Disability:

The DDA defines a disabled person as someone who has *'a physical or mental impairment which has a substantial and long-term adverse effect on his or her ability to carry out normal day to day activities'*.

GUIDELINES

Purpose & Direction

The purpose of this policy is to show how UTC@MEDIACITYUK is going to meet the duty to promote disability equality for disabled students, staff and parents. The policy focuses on six elements:

- Promoting equality of opportunity
- Promoting positive attitudes
- Eliminating discrimination
- Eliminating harassment
- Encouraging participation
- Taking steps to meet disabled people's needs, even if this requires more favourable treatment

Involvement of disabled students, staff and parents

UTC@MEDIACITYUK will aim to involve a range of disabled students, staff, parents/carers in this policy. We will aim to hear a range of views.

Information gathering

We recognise that it may be difficult to gather full and accurate information because of:

- A lack of understanding about the breadth of the DDA definition of disability
- A reluctance to disclose an impairment
- A concern about what the information will be used for

We will attempt to counter these concerns by:

- Providing simple information on the definition of disability in the DDA
- Being positive about adjustments that can be made and the benefits of these
- Explaining why information is needed
- Reassuring students, staff and parents about confidentiality
- Ensuring that the ethos of the school is conducive to disclosure

The policy should identify how information has been gathered and how it has informed the policy.

We will look to gather information on:

- Recruitment, development and retention of disabled employees
- Educational opportunities available to and the achievements of disabled students
- Disabled parents/carers and other users of the UTC

Impact assessment

We will look to assess the impact of our current policies by bringing together:

- The issues identified through the involvement of disabled students, staff and parents (these groups will help to prioritise what we look at first)
- The information that we hold or gather on the disabled students, staff and parents

The main priorities for UTC@MEDIACITYUK's policy and our plans for action

The priorities for the UTC's policy will be developed in the light of:

- An examination of the information that the UTC has gathered
- The messages that the UTC has heard from the disabled students, staff and parents who have been involved in the development of the scheme

Some of the priorities identified will themselves be about:

- Improving information
- Improving the involvement of disabled students, staff and parents

Initially we are prioritising action to promote the six elements of the policy, outlined below:

Promoting equality of opportunity

The priorities in our accessibility plan are part of this policy. UTC@MEDIACITYUK always aims to work proactively in making reasonable adjustments for disabled students. Through the redesign of our school building all aspects of the building are compliant with the most recent legislation and recommendations relating to disability equality.

Promoting positive attitudes

Positive attitudes to disability can be promoted in a variety of ways. At UTC@MEDIACITYUK we will aim to promote positive attitudes:

- By staff modelling respectful attitudes to disabled students, staff and parents
- By aiming for representation of disabled peopled in senior positions in the UTC
- Through positive images in school books and other materials

Eliminating discrimination

UTC@MEDIACITYUK's equal opportunities policy addresses the issue of discrimination. We will support this aim by:

- Awareness raising and staff training
- Keeping a watchful eye on the impact of policies
- Reviewing and adjusting policies
- Raising expectations
- Improving communication

Eliminating harassment

Bullying is unacceptable at UTC@MEDIACITYUK. We undertake to:

- Raise awareness amongst staff and students of disability-related harassment
- Understand the nature and prevalence of bullying and harassment
- Recognise and address bullying and harassment
- Involve students themselves in combating bullying
- Ensure that any incidents of disability-related harassment of disabled staff, parents, carers and other users of the school is identified and addressed

Encourage participation in school life

Disabled students, staff and parents will be encouraged to participate where:

- They see their disabled peers included and succeeding in the life of the UTC
- Disabled students, staff and parents are represented in senior, responsible and representative roles
- There are positive images of disabled people participating

Taking steps to meet disabled people's needs, even if this requires more favourable treatment

In order to support disabled students, staff and parents we may consider favourable treatment, beyond the level of reasonable adjustment. This may include:

- Additional coaching or training for disabled students, staff or parents
- Special facilities for disabled students at breaks or lunchtimes