Equal Opportunities Policy (Students)

Status: Statutory

Member of Staff Responsible: Executive Principal

Associated policies and documentation:

- UTC Accessibility Policy & Statement
- Equal opportunities policy (Staff)
- PSHE / Citizenship policy

Implementation Date: September 2016

Review Date: September 2017

Next Review Date: September 2018

Introduction

The Trust of UTC Sheffield aims to provide an appropriate learning experience for all students, whatever their colour, origin, culture, gender, religion, sexual orientation or ability. The UTC has high expectations of all students.

The UTC Sheffield aims to provide students with the opportunity to learn in an environment free of prejudice. It is the responsibility of **all** staff to educate against any form of prejudice or negative stereotyping and to ensure that their conduct with students and colleagues reflects this responsibility at all times.

Teaching

Teaching staff are responsible for ensuring that:

- teaching styles, methods, language, questioning and classroom management includes and engages all students;
- 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 strategies are reviewed in relation to variations in learning and attainment and in the light of known good practice; and
- they are aware of possible cultural assumptions and bias within their own attitudes.

Leadership and Management

The Senior Leadership team are responsible for ensuring that appropriate arrangements are put in place to monitor the performance of potentially disadvantaged students. Measures would 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; and
- the impact of additional support on standards achieved is evaluated.

It is essential that there is an appropriate response to identified patterns of attainment, progress, behaviour, attitudes and attendance. It is the responsibility of the Senior Leadership team and the Curriculum Directors 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; and
- an environment is created which affirms and supports ethnic, cultural, religious and social diversity and effectively promotes good personal, community and race relations.

Equality of opportunities

In this policy, the term "parents" means all those having parental responsibility for a child.

Disability

Where students have physical and/or learning disabilities, UTC Sheffield will ensure that:

- whatever arrangements are reasonable and practical, within financial constraints, are made to ensure that disabled students can gain access to the curriculum; and
- UTC works effectively with local services and agencies, providing coherent support.
- Further detail can be found in the UTC Sheffield Accessibility Policy & Statement.

Gender

The UTC Sheffield will ensure that:

- guidance is given on subject choices and careers encouraging students to consider non-stereotypical opportunities;
- gender issues are considered when preparing for, and following up, work experience; and
- account is taken of positive role models when inviting speakers and representatives into the UTC and in the promotion of specific initiatives.

Minority Ethnic Groups, including Refugees

The UTC Sheffield will ensure that:

i   home/school links are made to involve parents directly in the work of the UTC;

ii   linguistic diversity is positively recognized;

iii   interpretation and translation services are made available as quickly as possible;

iv   links are established with the local community;

v   staff work effectively with other local services;

vi   learning support for ethnic minority students is efficient and effective;

vii   provision is made for the spiritual, moral, and social and cultural education, supported by appropriate resources and information; and

viii   students' names should be accurately recorded and correctly pronounced. Students should be encouraged to accept and respect names from cultures other than their own.

Travellers

The UTC Sheffield will ensure that:

i   travelling children are successfully integrated into the UTC;

ii   where necessary, distance learning packs are provided to support continuous learning;

iii   travelling children with special educational needs receive appropriate support; and

iv   travellers' cultures' are affirmed to share and broaden experiences for all students.

Response to discrimination

All forms of discrimination by any person within the UTC will be treated seriously. A careful note of such incidents should be made, whether they take place in the UTC's grounds, corridors or teaching areas. It should always be made clear to offending individuals that such behaviour is unacceptable.

Racist symbols, political symbols or other biased and/or offensive insignia are forbidden in the UTC. The display of such materials is regarded as discriminatory behaviour.

Continued discriminatory behaviour will lead to the involvement of parents.

Monitoring, Evaluation and Review

This policy will be monitored regularly to assess its implementation and effectiveness. The designated member of staff responsible will provide an annual report to the Governing Body and interim reports on request.