

## Equality, Diversity and Inclusion Policy

### 1 Scope

This policy applies to all members and potential members of the UTC community including staff, students, governors, and applicants for jobs and courses.

### 2 Aims

2.1 UTC Swindon is committed to advancing equality of opportunity and valuing the diversity of its community to enable all to achieve their goals and potential. The UTC endorses wholeheartedly the principles of the Equality Act 2010 and is committed to the positive promotion of equality, diversity and inclusion amongst all members of the UTC community and across all “protected characteristics”<sup>1</sup>. To achieve this, the UTC will:

- Ensure that no unlawful discrimination occurs in the conduct of the UTC’s work;
- Advance equality of opportunity between people who share a “protected characteristic” and all other members of the UTC community;
- Foster positive relations between people who share a “protected characteristic” and those who do not.

2.2 The UTC recognises that equality issues are complex and that it has responsibilities to others including, but not limited to, people with caring responsibilities and students who are in, or who are leaving, local authority care.

2.3 The UTC will treat all employees, students and other members of the UTC community with respect and dignity, and seek to provide a welcoming, safe and positive working and learning environment, free from discrimination, harassment and victimisation.

2.4 *‘Regardless of their own views, all teaching staff must ensure that partisan political views are not promoted in the teaching of any subject. This forms part of all teachers’ contracts. Where political issues are brought to the attention of students, teachers take reasonable steps to offer a balanced presentation of opposing views. This applies whether the subject explored in regular lessons or extra-curricular activities which are provided or organised by or on behalf of the school or in the promotion at the school including through the distribution of promotional material of extra-curricular activities taking place at the school or elsewhere.’*

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<sup>1</sup> “Protected characteristics” are defined under the Equality Act 2010 as age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, including lack of belief, sex and sexual orientation.

### **3 Principles**

- 3.1 The UTC will ensure that no employee or student receives less favourable treatment on the grounds of a “protected characteristic” and that appropriate support is provided so that all employees and students attain their full potential to the benefit of the UTC and themselves.
- 3.2 The UTC will ensure that all students have equal access to an appropriate, broad, balanced, relevant and differentiated curriculum. Course and support teams will be required to assess and embed equality, diversity and inclusion issues into their activities and curriculum provision.
- 3.3 The UTC will promote equality of opportunity by ensuring that teaching and learning promote equality, celebrate diversity and promote community cohesion by fostering good relations both within the College and the wider community.
- 3.4 The UTC will have due regards to equality issues in all decision-making and undertake equality impact assessments as appropriate.
- 3.5 The UTC will investigate any complaint linked to the range of “protected characteristics” including any form of discrimination, harassment, victimisation or bullying by or to any student or employee and take appropriate action under the Staff or Student Disciplinary Procedure.
- 3.6 Under-represented groups will be encouraged to apply for training and employment opportunities within the UTC. However, recruitment to all jobs will be strictly on merit.
- 3.7 Efforts will be made to identify and remove any unnecessary and unjustifiable barriers and to provide appropriate facilities and conditions of service to meet the needs of under-represented groups.
- 3.8 The UTC will seek to foster the active involvement of staff and students in promoting equality, diversity and inclusion across its many functions.
- 3.9 The UTC will provide employees and governors with appropriate development opportunities to gain the necessary awareness and skills for working with a diverse range of students and colleagues in accordance with the principles of this policy.

### **4 Roles and responsibilities**

- 4.1 The Governing Body has lead responsibility for achieving the aims of this policy and for ensuring compliance with the relevant Acts of Parliament and Codes of Practice.
- 4.2 The Principal has delegated responsibility for the development, monitoring and implementation of this policy.
- 4.3 All employees and students should ensure that they understand and behave in accordance with the principles of this policy.

4.4 Behaviour or action which contravenes this policy will be considered a serious disciplinary matter and will be dealt with through the staff or student disciplinary procedures.

**5 Monitoring, Evaluation and Review**

- 5.1 The Governing Body will review this policy at least every two years and assess its implementation and effectiveness. The policy will be promoted and published throughout the UTC.
- 5.2 The Principal will ensure that EDI issues are a standing and/or regular item on the agendas of the Senior Management Team and other appropriate committees and that due consideration is given to EDI within each manager’s sphere of influence.
- 5.3 The Principal will also ensure that an annual equality report is published; that appropriate equality objectives are developed and reviewed on an annual basis, and that relevant information is published to demonstrate compliance with statutory requirements and progress with implementing this policy.
- 5.4 Anyone who believes they have experienced or observed discrimination should seek advice from the Principal or other nominated member of staff.

**6 Linked policies**

(tbc)

Responsible Governor	Tbc
Responsible Officer	Principal
Policy agreed for Funding Agreement	May 2013
Review	May 2014
Next review date	May 2016