



EQUALITIES POLICY

Responsible:	The Principal
Reviewed:	June 2022
Date Approved by Governing Body:	June 2018
Next Review:	June 2026

The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED) (sometimes also referred to as the 'general duty') that applies to public bodies, including Watford UTC (The UTC), and which extends to all protected characteristics - race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.

This combined equality duty came into effect in April 2011. It has three main elements. In carrying out their functions, public bodies are required to **have due regard to the need to:**

- Eliminate discrimination and other conduct that is prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it

The UTC also has specific duties to:

- Publish information to demonstrate how they are complying with the Public Sector Equality Duty, and
- Prepare and publish equality objectives.

All schools are also required by the SEN and Disability Act (2001) to develop accessibility plans. The development of the plan requires schools to undertake an audit focussing on three aspects:

- Developing participation in the curriculum for students with disabilities
- Developing physical access to the site and buildings
- Improving access to information for parents and students with disabilities

Details of our Accessibility Plan are available on the Watford UTC website.

1. Introduction

This policy applies to all members and potential members of the UTC community, including staff, students, trustees, Governors, employer partners, applicants for jobs and courses, contractors and work placement providers.

The UTC celebrates and values the diversity of its community and is committed to equality of opportunity for all.

The UTC aims to support the creation of an environment that will:

- Eliminate unlawful, direct and indirect discrimination and promote equality of opportunity
- Ensure that no one receives less favourable treatment on grounds of ethnic origin, colour, disability, creed, marital status, nationality, race, religion, gender or sexual orientation
- Eradicate racial, religious or sexual harassment or discrimination; and value, celebrate and learn from the cultural diversity of its community

2. Principles

The Watford UTC is committed to the promotion of equality of opportunity and places great value on the diversity of its community and cohesiveness. The provision of equality of opportunity and respect for the needs and rights of the individual are fundamental to the stated mission and values of the UTC.

In fulfilling our legal obligations the UTC is guided by the following principles:

- **All learners are of equal value**
- **We recognise and respect difference**

Treating people equally does not necessarily involve treating them all the same. Our policies, procedures and activities will not discriminate but must nevertheless take account of differences of life-experience, outlook and background, and in the kinds of barrier and disadvantage which people may face, in relation to:

- disability, so that reasonable adjustments are made
- ethnicity, so that different cultural backgrounds and experiences of prejudice are recognised
- gender, so that the different needs and experiences of girls and boys, and women and men, are recognised
- religion, belief or faith background
- sexual identity

We foster positive attitudes and relationships, and a shared sense of cohesion and belonging.

We intend that our policies, procedures and activities should promote:

- positive attitudes towards disabled people, good relations between disabled and non-disabled people, and an absence of harassment of disabled people
- positive interaction, good relations and dialogue between groups and communities different from each other in terms of ethnicity, culture, religious affiliation, national origin or national status, and an absence of prejudice-related bullying and incidents
- mutual respect and good relations between boys and girls, and women and men, and an absence of sexual and homophobic harassment

We observe good equalities practice in staff recruitment, retention and development.

We ensure that policies and procedures should benefit all employees and potential employees, for example in recruitment and promotion, and in continuing professional development:

We aim to reduce and remove inequalities and barriers that already exist

In addition to avoiding or minimising possible negative impacts of our policies, we take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist.

We base our practices on sound evidence.

We maintain and publish quantitative and qualitative information about our progress towards greater equality.

The Watford UTC fulfils its general and specific duties in relation to equality of opportunity and actively demonstrates due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people when carrying out their activities.

The UTC will ensure that no member of its community receives less favourable treatment and that appropriate support is provided so that all attain their full potential to the benefit of the UTC and themselves. The cooperation of all employees is essential for the success of this policy. However, the Governors have lead responsibility for achieving the aims of this policy and for ensuring compliance with the relevant Acts of Parliament and Codes of Practice. Behaviour or action against the spirit or the letter of the principles on which this policy is based will be considered a serious disciplinary matter and may lead to dismissal.

3. Fulfilling our specific duties

Under the requirements of the specific duties the UTC will:

- Identify and publish equality objectives
- Report on equality matters including educational opportunities and outcomes annually.

The purpose of the Equality Report is to demonstrate how the UTC is going to meet the equality duty.

4. Monitoring Evaluation and Review

The Principal will report to the Governors relevant aspects of the working of the policy as appropriate. The Governors will review the policy biennially or as appropriate.