



Aylesbury
UTC

EQUALITY AND DIVERSITY POLICY

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**AUTC Local
Governing Body**

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Contents

1. Purpose	3
2. Vision and Mission	3
3. Statement of Policy	3
4. Legal Framework	4
5. Scope	4
6. Roles and Responsibilities	4
7. Forms of Discrimination	5
8. Recruitment and Selection	5
9. Staff training and Promotion.....	5
10. Disability Discrimination.....	5
11. Monitoring and Compliance	5
12. Breaches of Policy.....	5
13. Action Plan	6
14. Monitoring and Review	6

1. Purpose

This policy promotes equality of opportunity at Aylesbury UTC in line with the Equality Act 2010, including:

- Eliminating unlawful discrimination, harassment, or victimisation.
- Advancing equality between different groups.
- Fostering good relations between different groups.

2. Vision and Mission

Vision: Aylesbury UTC aims to integrate business with education, creating work-ready young people.

Mission:

- Build partnerships in IT and healthcare industries for a sustainable curriculum.
- Develop professional and motivated staff and students.
- Enable students to achieve their full potential.

Values:

- Mutual respect.
- Goal-driven teamwork.
- Integrity and openness.
- Valuing differences.
- Exceeding expectations.
- A can-do attitude.

3. Statement of Policy

Aylesbury UTC values diversity and is committed to equality of opportunity. The institution ensures:

- Respect and dignity for all community members.
- A safe, non-discriminatory environment.
- Active elimination of inequality.
- Secularism with respect for diverse cultural and religious traditions.
- No promotion of specific faiths or cultures.

4. Legal Framework

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to:

- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Protection from Harassment Act 1997

5. Scope

This policy covers all individuals working at all levels and grades, including members of the SLT, teachers, TAs, learning mentors, support staff, trainees, home workers, part-time and fixed-term employees, volunteers, interns, casual workers, and agency staff (collectively referred to as 'staff' in this policy). It also applies to students, parents, governors, third-party organisations, and former staff members.

6. Roles and Responsibilities

Governing body:

- Ensuring the effective operation of this policy.
- Ensuring compliance with discrimination law.
- Monitoring the composition of the workforce and student body.
- Reviewing the policy annually.

Senior Leadership Team (SLT):

- Setting an appropriate standard of behaviour.
- Ensuring adherence to this policy.
- Promoting the UTC's aims and objectives with regard to equal opportunities.

Principal:

- Day-to-day operational responsibility of this policy.
- Organising equal opportunities training.
- Reviewing this policy regularly.

Line Managers:

- Participating in appropriate training on equal opportunities awareness.

All Staff:

- Conducting themselves to help the UTC provide equal opportunities.
- Preventing bullying, harassment, victimisation, and unlawful discrimination.

7. Forms of Discrimination

Direct Discrimination:

Treating someone less favourably because of a protected characteristic.

Indirect Discrimination:

Disadvantaging someone by an unjustified provision, criterion, or practice.

Harassment:

Unwanted conduct violating someone's dignity.

Victimisation:

Less favourable treatment of someone who has complained about discrimination or harassment.

8. Recruitment and Selection

- Ensuring no job applicant suffers discrimination.
- Reviewing recruitment procedures regularly.
- Avoiding stereotyping in job advertisements.
- Ensuring all staff are entitled to work in the UK.

9. Staff training and Promotion

- Identifying staff training needs through regular appraisals.
- Ensuring equal access to training and development opportunities.
- Monitoring workforce composition and promotions.

10. Disability Discrimination

- Encouraging staff to inform about disabilities.
- Making reasonable adjustments to support disabled staff.

11. Monitoring and Compliance

- Regular review of curriculum materials to avoid discrimination.
- Embedding equality and diversity in quality assurance processes.

12. Breaches of Policy

- Students should seek support from their course tutor or other staff.
- Staff should contact the Principal for support.

- Trustees, governors, and other community members should raise concerns with the clerk to the governing body or Business Services Director.

13. Action Plan

Aylesbury UTC will:

- Place students with employers who comply with the Equality and Diversity Policy.
- Ensure recruitment procedures promote equality.
- Make information widely accessible.
- Provide an inclusive environment.
- Celebrate diversity actively.
- Have a student group focusing on diversity and inclusion.
- Incorporate training on equality and diversity for all staff, trustees, and governors.
- Monitor demographic data to inform policies.

14. Monitoring and Review

This policy will be reviewed annually by the Principal in conjunction with the governing body. The next scheduled review for this policy is March 2026.