



## **Equality and Diversity Report**

**December 2020**



## Equality and Diversity Annual Report December 2020

### Introduction

Bucks UTC is a 14 – 19 educational provision specialising in Building Studies and Computing, providing an excellent opportunity to take a highly regarded, technically oriented course of study at a specialist college equipped to the highest standards.

Bucks UTC holds in the highest regard the commitment to inclusion through its vision and values.

Whilst most of Buckinghamshire is affluent, small areas of deprivation do exist with three areas in Aylesbury falling within the most deprived areas of England. The county's selective educational system promotes strong academic achievement through schools into university. Beyond this, however, are some under performing schools and while all have sixth forms many are small, narrowing the experience and offering limited access to excellent practical and technical education. Students lack choice and access to alternative technically focused routes which stretch, motivate and stimulate ambition while maintaining flexibility and creating work readiness.

Bucks UTC provides a vital opportunity to provide parity of esteem for young people to feel that the choice of pursuing a more practical and technical route in their education is just as valued by society as those choosing a more academic route.

### Equality Statement

Bucks UTC is committed to the promotion of equality of opportunity and places great value on the diversity of its community. 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 and in accordance with the Equality Act 2010, including the 'Public Sector Equality Duty' or 'General Duty' to:

- Eliminate unlawful discrimination, harassment or victimisation
- Advance Equality of opportunity between different groups
- Foster good relations between different groups

With two 'specific duties' to:

1. Publish information to show compliance with the Equality Duty
2. Publish Equality objectives at least every 4 years which are specific and measurable

### Compliance with general and specific legal duties

Bucks 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, in all strands as identified in the Equality Act 2010, these being:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race – this includes ethnic or national origins, colour or nationality
- Religion or belief – this includes lack of belief
- Sex
- Sexual orientation
- Marital status/civil partnerships
- Socio-economic Disadvantage

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

Bucks UTC recognises that passive support for Equality and Diversity is not enough. Inequalities created by direct or indirect discrimination, less favourable treatment, stereotyping and other inequalities affect everyone and challenging them must be the responsibility of all.

### 2019/2020 Equality Objectives for review

- **Gender:** Increase female student enrolments in Building Studies and Computing
- **Socio-economic Disadvantage:** Improve performance of students eligible for Pupil Premium/Free School Meal entitlement
- **Disability:** Increase student enrolments for those with declared learning difficulties and/or disabilities in Building Studies and Computing
- **Race:** Improve attendance of the following groups of students:
  - Pakistani
  - White and Black Caribbean
  - White and Black African

### Updated on progress in relation to the UTCs performance

Equality Objectives		2016/17	2017/18	2018/19	2019/20
1	<b>Gender:</b> Increase female student enrolments	16% female 84% male	15% female 85% male	14% female 86% male	11% female 89% male
2	<b>Disability:</b> Increase student enrolments for those with declared learning difficulties and/or disabilities in Building Studies and Computing	3.64% (26.27% on SEN register)	2.84% (28% on SEN register)	4% (25% on SEN register)	3% (26% on SEN register)
3	<b>Race:</b> Improve attendance of the following groups of students: <ul style="list-style-type: none"> <li>• Pakistani</li> <li>• White and Black Caribbean</li> </ul>	91.64% 81.77%	92.45% 83.33%	95.32% 84.91%	93.45%* 89.85%*
4	<b>Socio-economic Disadvantage:</b> Improve performance of students eligible for Pupil Premium/Free School Meal entitlement	Attendance 86.73% Attainment 29% (3 of 7) (English/Maths GCSE A*-C)	Attendance 87.03% Attainment 75% (6 of 8) (English/Maths GCSE 9-4)	Attendance 85.91% Attainment 21.7% (5 of 23) (English/Maths GCSE 9-4)	Attendance 84.1%* Attainment 42.9% (6 of 14) (English/Maths GCSE 9-4)

\*seriously impacted by Covid-19 pandemic

## **Conclusion**

We believe that UTC continues to make reasonable progress in implementing equality objectives 2, 3 and 4 considering the significant impact of the Covid-19 pandemic during 2019/2020. We recognise that there is still considerable work required to improve outcomes for those eligible for Pupil Premium/Free School Meal entitlement and to increase female student recruitment.

Moving forward 2020/21 Equality Objectives are:

**Objective 1:** Ensure support for vulnerable students with mental health issues to ensure access to the curriculum and to secure academic progress. This is as a direct result of the impact of Covid-19 on young people's wellbeing.

**Objective 2:** Improve performance (attendance and attainment) of students eligible for Pupil Premium/Free School Meal entitlement.

**Objective 3:** Analyse recruitment data and trends with regard to race, gender and disability with strong focus on female student recruitment and recruitment for those with declared learning difficulties/disabilities

## **Monitoring arrangements**

To meet the Equality Duty requirements:

- The UTC Board will update the equality information we publish, described above, at least every year.
- This document will be reviewed by Trust Board at least every 4 years.