

Background

The report is received annually to review the statutory Equality Statement. This year we must review the Equality Objectives and display this on the Bicester Technology Studio website.

Name and designation of author

Richard Brown (Principal) and Steph McNeil (Assistant Principal, Business Engagement)

Date 22nd February 2018

Equality and Diversity Annual Report February 2018

Introduction

Bicester Technology Studio is a 14-19 educational provision specialising in Technology and Business Enterprise subjects.

Our mission is “deliver technology and business enterprise excellence for 14-19 year olds”.
We aim to “educate and train the next generation of technology innovators and entrepreneurs”.

Bicester Technology Studio Equality Statement and Objectives

Statement

Bicester Technology Studio (BTS) is a 14-19 sub-regional provision where our students have high aspirations for themselves and each other. We are creating a place of learning for each and every student in our care and nothing will stand in the way of this entitlement. All of our students have the right to grow into well-informed, confident individuals who are able to demonstrate independent learning and responsibility in their attitudes towards one another.

BTS will promote equality of access for all those involved in the educational process. BTS is located in a mixed area and attracts students with wide ranging learning, social, economic and ethnic differences. BTS strives to identify, prevent and redress unfair discrimination against groups who may be disadvantaged. BTS seeks to create a community in which everyone, without exception, is respected, valued and happy.

Striving to ensure that the work environment is free from harassment and bullying and that everyone is treated with dignity and respect is an important aspect of ensuring equal opportunities in employment.

Objectives

- To increase the extent to which all pupils, including in particular those with protected characteristics as defined by the Equality Act, feel valued and confident, and in consequence more likely to achieve their potential.
- To promote the work of BTS in such a way as to increase the exposure of girls and defined minorities in STEM and entrepreneurship activities resulting in increasing, in particular, the percentage of girls studying at BTS.

Compliance with general and specific legal duties

Section 149 of the Equality Act 2010 places a General Equality Duty on public authorities.

A public authority must, in the exercise of its functions, have due regard to the need to -

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The protected characteristics are: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

The Equality Act 2010 (Specific Duties) Regulations 2011 came into force on 10 September 2011. These regulations place specific duties on public authorities to publish:

- information to demonstrate their compliance with the Equality Duty, by 31 January 2012 (6 April 2012 for schools) and then at least annually, and
- equality objectives, by 6 April 2012 and then at least every four years.

The table below shows how BTS' equality objectives fulfil the requirements of the General Equality Duty

Equality objectives	Requirements of the General Equality Duty		
	Eliminate discrimination, harassment, victimisation and other prohibited conduct	Advance equality of opportunity	Foster good relations
1. To increase the extent to which all pupils, including in particular those with protected characteristics as defined by the Equality Act, feel valued and confident, and in consequence more likely to achieve their potential.	X	X	X
2. To promote the work of BTS in such a way as to increase the exposure of girls and defined minorities in STEM and entrepreneurship activities resulting in increasing, in particular, the percentage of girls studying at BTS.	X	X	X

Update on progress in relation to BTS' equality objectives

1. To increase the extent to which all pupils, including in particular those with protected characteristics as defined by the Equality Act, feel valued and confident, and in consequence more likely to achieve their potential.

Looking ahead at our predictions for the first set of examinations in 2018 for year 11, there are no significant trends between different ethnic groups or genders.

An area for improvement regarding equality for 2018 is to improve FSM and Lower ability students' progress, although it is important to note that we will now be judged against FSM progress nationally rather than against non-FSM students at BTS.

Students with Special Education Needs are likely to be performed broadly in line with non-SEND students in 2018 and well compared to national data. Feedback from parents in January 2017 showed high levels of satisfaction with support received from staff, fair treatment by staff and the accessibility of resources.

Parents agree or strongly agree that their child is safe at BTS and agree that BTS is effective at dealing with any bullying incidents.

We have expanded our pastoral care in the last academic year with a focus on Mental Health in staff INSET, mindset coaching and support through Bicester Healthy Towns to provide a rounded pastoral aspect to both staff and students.

We have reorganised our pastoral structure in order to provide clearly defined roles with no cross over to allow the team to be much more effective in their approach to the school. BTS are in the process of recruiting a SENCO administrator and coach to help further develop individuals within school.

2. To promote the work of BTS in such a way as to increase the exposure of girls and defined minorities in STEM and entrepreneurship activities resulting in increasing, in particular, the percentage of girls studying at BTS.

- BTS has created a balanced marketing campaign, showcasing girls in context with our employer partners.
- School visits to STEM researcher from Oxford University interviewed our students and gave us valuable feedback on
- BTS regularly host Bicester Vision meetings - incorporating both male and female business partners - students from school act as ambassadors on the day - a mix of male and female students.
- Students acting as ambassadors at networking meetings held off-site. Enabling students to listen to presenters from different careers and genders.
- Multiple assemblies hosted by various companies to highlight career pathways for post year 13.
 - Assembly by GN resound hosted by the head of HR to encourage both business and engineering careers. Placement days have resulted with a 60/40% split male to female.
 - Assembly hosted by A2Dominion to promote traineeships at university level - highlighting females in engineering and the pathways available.
 - Assembly hosted by the army to promote career pathways, especially logistics.
- Local business partners have offering work placements to all year groups.
 - BMW has offered engineering placements taken up by both year 10 girls and year 13 boys.
 - Zeta lighting has offered a full time role to the from a successful work placement to a year 13 female student.
 - Bakels has offered a 3mth work rotation to two male students in the HR and logistics department.

BTS' Y10 intake in 2016 was 85% male and 15% female and in 2017 it became more balanced at 60% male and 40% female which demonstrates that we are heading in the right direction.

The intake for September 2018 is currently in line with our most recent intake showing that we are maintaining a more balanced profile of students.

Conclusion

We are very pleased with what we have achieved in terms of equality and diversity. We have a diverse and welcoming environment with very few if any incidents relating to bullying or abuse of students because of faith/ethnicity/gender/sexuality. We will strive to maintain this inclusive ethos and culture as Bicester Technology Studio continues to grow and develop.

The Equality Statement will need to be reviewed and updated at least every four years.