

## PUBLIC SECTOR EQUALITY DUTY STATEMENT

Lincoln UTC is a non-selective STEM school that offers the very best technical education to all, regardless of prior attainment, disadvantage, or special need.

We work in a welcoming, mature, and professional learning environment that is underpinned by strong and supportive relationships based on tolerance and mutual respect. We treat each other equally... irrespective of age, sex, gender, sexual orientation, marital status, maternity, disability, race, or religious belief.

Our facilities allow uncompromised access to the specialised curriculum on offer, maximising opportunities for all.

Traditionally STEM industries find it more difficult to recruit female employees, especially in engineering. Of the engineering jobs available in the UK workplace, only 16.5% were taken by women in 2022. Worryingly only 18.6% of university undergraduates enrolled in engineering and technology are women.

The inequality in STEM is not limited to gender. Fewer than 10 % of UK Engineers are from BME backgrounds. Lincoln UTC plays its part in addressing this gender and BME gap in Lincolnshire and our surrounding area.

We positively discriminate with the use of our marketing material and our online presence in order to challenge stereotypes associated with STEM. Women in engineering is a feature of our online marketing material, as well as celebrating the diversity of culture and ethnicity that can be seen at Lincoln UTC. In the past 5 years our recruitment of female students has risen from below 20% to 31%.

Work done in lessons and project challenges are deliberately considered and designed to avoid gender bias or stereotype. This is supported by a comprehensive Life Guidance programme that addresses gender, relationships, ethnicity, religion and faith, equality, and justice.

We have an active LGBT student group who meet weekly to support their peers and provide support for those who are questioning or who are LGBT. This group is led by our KS4 pastoral lead who is open with students about her own LGBT identity, as she believes visibility is a key part of normalising diversity.

We embrace the general equality duty as it is in the best interest of our students and staff at Lincoln UTC. Our desire for equality and development of excellent working relationships, impact positively on our day-to-day business at every level.

The policies in place, as well as decisions that are taken every day, embrace equality and safeguard those with protected characteristics. We encourage people from protected groups to participate in public life, or in other activities, where their participation is disproportionately low.

We are passionate about STEM and believe that everyone, irrespective of their background, religion, or beliefs, deserves the opportunity to be supported and excel in our educational environment.

Policy review date

05 January 2023



21.02.2023



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