

George Abbot SCITT

Equality and Diversity Policy

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| Policy title | Equality and Diversity Policy | | |
| Author | Director of ITT | | |
| Date created | January 2012 | Last Reviewed | November 22 |

1. Policy Statement

George Abbot SCITT is committed to developing, maintaining and supporting a culture of equality and diversity across all aspects of the partnership. We aim to ensure equality of opportunity for all trainee teachers and staff, in an environment in which all individuals are recognised as being of equal value and are able to make best use of their skills through equality of opportunity.

1.1 George Abbot SCITT values the diversity of the trainee teachers and staff within the partnership by recognising and celebrating differences and valuing everyone. George Abbot SCITT also acknowledges that embracing and valuing diversity is fundamental to securing equality of opportunity for all.

1.2 The SCITT will endeavour to ensure a continued diversity of placement settings to enhance the training programme and meet the needs of all schools within the locality and region.

1.3 George Abbot SCITT aim to welcome and treat both staff and students fairly and equally regardless of age, gender, sexual orientation, disability, race, ethnic origin or nationality. Our workforce should be representative of the communities we serve.

1.4 We strive to understand, appreciate and value the differences in each individual; we aim to make people feel valued and supported so that they may achieve their full potential. We also want to create a positive ethos where issues of racism, stereotyping and discrimination can be discussed openly, with a shared commitment to challenging and preventing these issues and to encourage good relations between people of different groups. Therefore, firm action will be taken to redress inequality and eliminate all forms of discrimination.

2. Scope and Principles

2.1 Equality of opportunity and inclusivity are fundamental to the vision and values of George Abbot SCITT. The commitment to equality and diversity is implemented through appropriate policies, procedures and good practice which reflect the following key principles:

- Respect for others
- Removal of all forms of prejudice and unfair discrimination
- Equality and social justice
- Acknowledging and valuing diversity
- Active challenge to stereotypes and prejudiced attitudes
- Commitment to inclusive education and a working environment which enables and supports all students and staff to flourish and meet their potential
- Compliance with equality legislation
- Commitment to the positive development of all staff and governors
- Accountability for compliance with this policy by all members of George Abbot SCITT, school communities and all those engaged in SCITT or school activities.

2.2 This policy covers the following protected characteristics in accordance with the Equality Act 2010:

- sex - a man or a woman
- race - a group of people defined by their race, colour, nationality, ethnic or national origins
- age - a person of a particular age or belonging to a particular age group
- disability - a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities
- sexual orientation - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes
- gender reassignment – a person who has undergone the process of transitioning from one gender to another
- marriage and civil partnership – regardless of between a man and a woman or a same-sex couple
- Religion and beliefs
- pregnancy and maternity

2.3 Each member of George Abbot SCITT, whether staff, trainee, or partnership schools has a responsibility to support the implementation of this policy, therefore, the Director of ITT will seek to ensure that all stakeholder groups are aware of its existence and the appropriate action needed to carry it out.

2.4 George Abbot SCITT will take all reasonable steps to ensure that the trainees' training environment and in partner schools is in line with this policy.

2.5 This policy does not form part of any contract of employment and it may be amended at any time following consultation with staff and recognised trade unions

3. Objectives of the Equality and Diversity Policy

3.1 The objectives of this policy are to identify and promote accountability in relation to the SCITT's commitment to:

- Develop an ethos which respects and values all people
- Prepare trainee teachers for life in a diverse society
- Promote good relations amongst people within each school's community
- Eliminate all forms of unfair discrimination, bullying, harassment or other oppressive behaviour
- Deliver equality and diversity through the SCITT's policies, procedures and practice
- monitor the implementation of equality and diversity within George Abbot SCITT
- Ensure that recruitment and selection procedures and practices within the SCITT are open and transparent and ensure that fair and equal selection criteria is applied.

4. Responsibilities

4.1 The Accounting Officer of George Abbot SCITT has the ultimate responsibility for the development, implementation and monitoring of the diversity and equal opportunities policy.

4.2 Each member of George Abbot SCITT, whether staff or trainee, has a responsibility to support the implementation of this policy.

Any person instructing, inducing or encouraging others by inaction or action to behave in a manner which is inconsistent with this policy will themselves be in breach of this policy.

5. Breach of this Policy

5.1.If a trainee believes that they may have been treated in a way that is inconsistent with this policy, they are encouraged to raise the matter with the Director of ITT who will take appropriate action.

5.2. If a trainee believes the treatment of a colleague, student or stakeholder by another member of staff constitutes a breach of this policy or placement school policy they should raise this directly with the Director of ITT to take appropriate action. Should the concern relate to the Director of ITT the matter should be raised with the Accounting Officer.

Monitoring and review of policy

The Director of ITT and Accounting Officer of George Abbot SCITT will monitor the implementation of the policy by:

- Ensuring trainee/employee awareness of the policy, if required
- Ensuring criteria are clear and are applied consistently

Review

Regular reviews of this policy are required in order that it adequately reflects the state of the law and the advice of the Office of the Independent Adjudicator and to ensure its fitness for purpose.

For review: July 2022