



Prestolee SCITT Equality and Diversity Policy

The Prestolee SCITT supports the principle of equal opportunities and opposes discrimination on the basis of age, sex, marriage and civil partnership, gender reassignment, race, disability, sexual orientation, religion or belief, pregnancy and maternity (defined as Protected Characteristics).

Being a committed equal opportunities training provider will take every possible step to ensure that trainees are treated equally and fairly. All policies and practices will conform to the principle of equal opportunities in terms of recruitment, selection, training, promotion, career development, discipline, redundancy and dismissal.

Principles

At Prestolee SCITT we:

- are committed to actively encouraging, supporting and helping all pupils, trainees and staff to reach their full potential
- value pupils, trainees and staff as individuals and support their personal development, operating a fair recruitment and retention procedure
- provide a climate in which all stakeholders show respect to each other and to all members of the community and promote good relations, recognising and respecting diversity. We foster positive attitudes and relationships, and a shared sense of belonging
- offer teaching and learning styles which enable pupils and trainees to access educational opportunities
- are committed to actively tackling any discrimination which contravenes our Equality policy, working with parents/guardians and the wider community to promote good practice

Practice

Staff and Trainee Recruitment and Training:

- all vacancies for SCITT training places will be advertised on DFE Apply. The SCITT aims to ensure that no applicant receives less favourable treatment because of Protected Characteristics
- all recruitment procedures will be reviewed regularly to ensure that individuals are treated on the basis of their relevant merits and abilities and that sufficiently diverse sectors of the community are reached
- SCITT selection criteria are reviewed routinely to ensure that they are justifiable on non-discriminatory grounds as being essential for effective training
- the Equality and Diversity Policy is available on the SCITT website which is accessible by all trainees, staff and any member of the general public.

Roles and Responsibilities

SCITT Programme Leader

The Programme Leader will be responsible for:

- making sure this policy is readily available
- making sure the policy and its procedures are followed
- making sure all staff know their responsibilities and receive training and support in carrying these out where necessary
- taking appropriate action in cases of racial harassment and any form of discrimination

Trainees

All trainees are responsible for:

- promoting an inclusive and collaborative ethos in their classroom
- dealing with any prejudice-related incidents that may occur
- identifying and challenging bias and stereotyping in the curriculum
- supporting pupils in their class who have English as an additional language
- keeping up to date with equalities legislation relevant to their work and taking up training and learning opportunities as appropriate

Breaches of the Policy

If you believe that you may have been disadvantaged because of Protected Characteristic, you are encouraged to raise the matter with the SCITT Programme Leader. Allegations regarding potential breaches of this policy will be treated in confidence and investigated in accordance with the relevant procedure.

Religious Observance

We respect the religious beliefs and practice of all staff, trainees, pupils and parents, and comply with reasonable requests relating to religious observance and practice.

Disability Discrimination

If you are disabled, or become disabled in the course of your training, you are encouraged to tell us about your condition. This is to enable us to support you as much as possible and to ensure that you are not treated less favourably because of something related to your disability.

Monitoring and Evaluation

Prestolee SCITT will collect, study and use quantitative and qualitative data relating to the implementation of this policy. We will make appropriate adjustments following analysis of the data.