



Single Equality Policy

March 2020

Legal Duties

As a SCITT institution, we welcome our duties under the Equality Act 2010. The Equality Act 2010 replaces all existing anti-discrimination laws and includes a new public sector Equality Duty. The main aims of the 2010 Act are to provide protection of the Protected Characteristics from the following prohibited conduct:

- Direct discrimination;
- Indirect discrimination;
- Victimisation; and
- Harassment

The new single equality duty came into force in April 2011 covering the following Protected Characteristics:

- Age
- Disability
- Gender reassignment
- Marriage
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation.

Race

- Both institutional and individual racism “can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantages ethnic minority people.”
- Prestolee SCITT recognises its general duty under the RRAA 2000 to promote race equality.
 - We will have due regard to eliminating unlawful discrimination and promoting good race relations in all our actions.
 - We will create a positive, inclusive environment based on mutual respect and tolerance.
 - We are committed to challenging and preventing racism and discrimination.
 - We are mindful to monitor the treatment and progress of all candidates in terms of their recruitment, selection, levels of achievement and assessment, guidance or counselling and will take action to address any perceived or real inequalities discovered.
 - We will assess the impact of our policies, practices and procedures upon all our students and staff.
 - We will provide training and support for staff to ensure both they and the students they deal with are able to establish a positive working and learning environment.

Disability

- The term “disability” covers a wide range of physical and mobility difficulties such as deafness, hard of hearing, blind or partially sighted, specific learning difficulties such as dyslexia, medical conditions and mental health problems. It is recognised that some disabilities are permanent while others may be temporary.
- Prestolee SCITT understands its duty to ensure that entrants have met the Secretary of State’s requirements for physical and mental fitness to teach. As such, we follow the guidelines laid down in DfEE Circular 4/99 “Physical and mental fitness to Teach of Teachers and of Entrants to Initial Teacher Training” as well as following guidance laid down in “Fitness to Teach” and “Able to Teach” publications.
- We will meet our statutory requirements under the DDA not to discriminate against persons with a disability either in the process of recruitment or whilst enrolled on the course.
- We are committed to taking positive action to welcome persons with disabilities who have met the requirements, and to enable them to meet their full potential.

- We will endeavour to make any adjustments necessary to promote positive equality for access for disabled applicants and candidates throughout both the interview process and for the duration of the course.
- Consideration will be given to all planned activities, resource allocation and procedures to ensure that we can enable disabled students' full participation in all aspects of the academic, work-based and social activities of the course.
- We will give clear information and advice about the practical issues which may be encountered during the course or later employment and liaise with specialist agencies where appropriate.

Gender

- Prestolee SCITT will monitor gender balance on the subject courses it runs and will take the necessary action to improve any underrepresented areas to relevant levels.
- We will be sensitive to the needs of individuals in terms of course organisation, the support we offer and building in flexibility within the constraints of the course to enable an appropriate work/life balance.

Harassment

Harassment is defined as unwanted behaviour (verbal or physical) that may be personally humiliating, offensive, abusive or intimidating. Harassment can occur in areas of race, ethnic origin, nationality, sex, sexuality, religious or political convictions, marriage or maternity status, age or disabilities. It can also involve bullying linked to inequalities of status and position.

Prestolee SCITT aims to foster a culture which is free from harassment by ensuring:

- Staff and students challenge all forms of harassment.
- Incidents are dealt with quickly and effectively.
- Individuals have the confidence and support to bring complaints without fear of ridicule or reprisal.
- Individuals take personal responsibility to ensure that they act in an appropriate manner.

Our Ethos/Mission

Prestolee SCITT is committed to promoting equality of opportunity. We recognise that we live in a diverse society and will offer everyone opportunities irrespective of sex, sexual orientation, gender reassignment, marital or civil partnership, age, disability, colour, race, nationality, ethnic or national origin, religion/belief, or political beliefs ("the protected categories"). We take pride in the inclusive nature of the SCITT and its partner schools and local communities.

We are an institution that strives 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. Therefore, firm action will be taken to redress inequality and eliminate all forms of discrimination. Prestolee SCITT places an obligation upon all staff and trainees to respect and act in accordance with the policy. We believe that access to educational opportunities is a fundamental right for all and that this should not be determined by gender, cultural background, social or economic status or the effects of disability or special needs.

Addressing Prejudice-Related Incidents

The SCITT is opposed to all forms of prejudice. We provide both our trainees and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report them to the Management Board.

Responsibility

We believe that promoting Equality is everyone's responsibility, and we will ensure that the whole SCITT community is aware of the Single Equality Policy. The SCITT Management Board have ultimate

responsibility for the implementation and monitoring of the policy. All members of Prestolee SCITT, staff or trainee, have a responsibility to support the implementation of this policy.

Monitoring

In order to ensure equality of treatment and opportunity for all students and applicants to the course, and to measure the impact of this policy, Prestolee SCITT will collect and analyse data concerning:

- Application rates
- Selection rates
- Retention rates
- Achievement and progression rates
- Access to learning resources
- Disciplinary action
- Complaints by students and staff

Where monitoring indicates that there are inequalities between different groups of people, Prestolee SCITT will undertake action aimed to reduce this. Such action would be appropriate to the circumstance, but may include further encouragement of applications from under-represented groups; the provision of services, resources and facilities to meet the special needs of a particular group; targeted school placements; individual support from trained members of staff.

Complaints

Complaints with regard to this policy will be dealt with via the SCITT complaints procedure.