



## Equality and Diversity Policy

### Introduction

CTSN SCITT is committed to promoting equality of for all staff, trainees and applicants. We aim to create a supportive and inclusive working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit. Therefore, everyone who is a part of or engages with the CTSN SCITT and its partnership schools should feel that they are valued regardless of physical or intellectual ability, gender, sexual orientation, class, or race and that they are given every opportunity to develop their full potential.

CTSN SCITT will not discriminate against staff, trainees and applicants on the basis of age, race, sex, disability, sexual orientation, gender reassignment, marriage and civil partnership, pregnancy and maternity, religion, faith or belief (ie the Equality Act 2010 protected characteristics).

All staff and trainees have a duty to act in accordance with this policy and treat colleagues with dignity at all times, and not to discriminate against or harass other trainees, members of staff or visitors regardless of their status.

This policy must be read and reviewed in conjunction with the CTSN SCITT:

- Reasonable Adjustment Policy

### Background

These principles have been drawn from a specimen policy for equalities prepared by the DfE which CTSN SCITT fully endorses.

#### Principle 1: All learners are of equal value

All learners and potential learners are of equal value and benefit equally from SCITT policies, practices and programmes, whatever their ability, background, gender or cultural identity.

#### Principle 2: Relevant differences are recognised

Treating people equally can mean treating them differently. Policies, practices and programmes do not discriminate, but may be differentiated to take account of differences of life experience, outlook and background, and in the kinds of barrier and disadvantage which people may face.

#### Principle 3: We foster positive attitudes, relationships and a shared sense of belonging

Policies and programmes promote:

- positive attitudes and interactions
- mutual respect and good relations
- an absence of harassment or prejudice-related bullying between people of different ability, background, gender or cultural identity

#### Principle 4: Staff and trainee recruitment, retention and development

Policies and procedures benefit all employees and trainees and potential employees and trainees in recruitment, professional development and promotion. Steps are taken to positively promote equality, especially where there is evidence of inequality.

#### Principle 5: Current inequalities and barriers are addressed and reduced

In addition to avoiding or minimising possible negative impacts of policies and programmes, we take opportunities to maximise positive impacts by addressing, reducing, and removing inequalities and barriers that already exist between people of different ability, background, gender or cultural identity.

#### Principle 6: Policy development involves widespread consultation and involvement

People affected by a policy or programme are consulted and involved in the design of new policies, and in the review of existing ones. Such consultation is both direct and through representative organisations and is based on principles of transparency and accountability. It involves those who in the past have been excluded or disadvantaged, and who continue to face barriers.

#### Principle 7: Society as a whole benefits

Policies and programmes benefit society as a whole, locally, nationally and internationally, by fostering greater cohesion and greater participation in public life of people of different ability, background, gender or cultural identity.

## Commitment

CTSN SCITT will ensure that in the conduct of all its activities, steps are taken to avoid the occurrence of any discrimination, whether direct or indirect, and to promote good relations between all staff and trainees.

Any unlawful discriminatory behaviour, including harassment or bullying by individuals or groups, will be regarded extremely seriously and could be regarded as grounds for disciplinary action, which may include dismissal / or withdrawal from the training programme.

CTSN SCITT aims achieve this commitment by:

#### Challenging

- Insults
- Racist comments
- Stereotyping
- Sexist Remarks
- Bullying, whether verbal or physical
- Comments referring to sexual orientation

#### Promoting

- Positive images and role models
- A wide range of opportunity for all
- The development of the whole person

- Positive Action provisions to allow targeted measures that are designed to alleviate disadvantages experienced by, or to meet the particular needs of, trainees with particular protected characteristics

### Providing

- A broad and relevant curriculum for all trainees
- A supportive staff development programme for SCITT staff and partnership schools
- A caring and sharing environment

### Having in place and implementing policies which support Equality and Diversity

These include:

- Attendance Policy
- Complaints Policy
- Equality Duty Policy
- Reasonable Adjustments Policy
- Recruitment Policy
- Safeguarding Policy
- Well-being Policy

### Promoting Community Cohesion

The *Education and Inspections Act, 2006*, places a responsibility on schools to promote community cohesion, locally, nationally and globally. We will do this through:

- promoting a common vision
- a commitment to equality and social justice
- respecting people's different backgrounds
- promoting positive relationships in the SCITT and its partnership schools

### Monitoring and audit

From 2020-21 Academic year, CTSN SCITT will monitor the selection and recruitment of members of staff and trainees. The results of this monitoring process are collated by the Director. This will enable the SCITT to identify possible improvements in its practices in relation to: teaching, learning and assessment; management; recruitment, access and participation; support and guidance; behaviour and discipline; partnership and community links; staff recruitment and training.

### Responsibilities

The Senior Leadership team is responsible for securing compliance with the general and specific duties and for overseeing implementation of this policy and for the promotion, development, implementation, monitoring, prioritisation and review of the equality and diversity policies.

All groups are responsible for ensuring that this policy is embedded in their duties and functions in relation to both trainees and staff.

## 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 Leaders. Allegations regarding potential breaches of this policy will be treated in confidence and investigated in accordance with the relevant procedure.

## Review

This Equality and Diversity Policy will be reviewed annually to assess its effectiveness by CTSN SCITT after consultation within appropriate stakeholders.

Policy review date: Spring Term 2022