



Initial Policy:
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Key Person: JA

WILDERN ACADEMY TRUST

WILDERN PARTNERSHIP SCITT

Equality and Diversity Policy (incorporating the Racial Equality Policy)

The Wildern Partnership SCITT (WPSCITT) 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 and part-time or fixed-term employment (defined as **Protected Characteristics**). Being a committed equal opportunities training provider, the WPSCITT 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.

The WPSCITT welcomes the latest legal changes as set down in the Equality Act 2010 which requires us to eliminate unlawful discrimination and harassment and promote equality of opportunity between men and women. We acknowledge that as providers of education we have an essential role to play in ensuring boys and girls have fair access to all areas of the curriculum and have been working actively on this area for many years.

Principles

At the WPSCITT 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 WPSCITT training places will be advertised on DfE Publish, staff roles will be advertised to our Partnership Schools. The WPSCITT 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
- WPSCITT selection criteria are reviewed from time to time 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 WPSCITT website which is accessible by all trainees, staff and any member of the general public. WPSCITT staff training needs shall be identified through regular staff appraisals. All staff will be given an equal opportunity and access to training to enable them to progress within the organisation

Students in our schools

We acknowledge and respect diversity and believe that, pupils should;

- have equal opportunity to achieve their best
- be encouraged to value the 'self-worth' of all individuals and celebrate all cultural backgrounds
- be encouraged to develop confidence and self-esteem

- be prepared for taking their places in society
- be encouraged to accept and respect pupils from other cultures
- be addressed appropriately, names accurately recorded and pronounced correctly
- not be placed at a disadvantage because of a disability they may have
- receive support and appropriate monitoring if they have English as an additional language

Roles and Responsibilities

WPSCITT Director

The Director 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

Trainee Trainees

All trainee teachers 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

Monitoring

An Equality Policy can only be shown to be effective if its implementation is properly monitored:

- the Equalities Policy is reviewed bi-annually by the SCITT Director
- all staff and trainees are informed bi-annually of any changes to the Policy
- we will collect, analyse and use data in relation to achievement, broken down as appropriate according to disabilities and special educational needs; ethnicity, culture, language, religious affiliation, national origin, national status and gender

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 Director. 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

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