



# Equality and Diversity Policy

*KCSCITT trainees complete their training **fully prepared** for the reality of the **classroom** and ready to make a **positive contribution** to the **teaching profession** and **pupil outcomes**, having been supported by a **professional family***

THIS POLICY/GUIDANCE IS CORRECT AT THE TIME OF WRITING BUT IS SUBJECT TO CHANGE – AMENDMENTS WILL ALSO BE MADE AS AND WHEN REQUIRED.

Approved – 16<sup>th</sup> November 2021

To be reviewed - Autumn 2022

## **Introduction**

Kirklees and Calderdale SCITT (KCSCITT) support the principle of equal opportunities and aims to welcome and treat both staff and students fairly and equally regardless of age, gender, sexual orientation, disability, race, ethnic origin or nationality. We firmly believe our workforce should be representative of the communities we serve. Being a committed equal opportunity training provider, KCSCITT will take every possible step to ensure that trainees are treated equally and fairly.

KCSCITT adheres to 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 for all trainees. All policies and practices will conform to the principle of equal opportunities in terms of recruitment, selection, training and accreditation.

KCSCITT's approach takes reference to the Kirklees Council Inclusion and Diversity Statement <https://www.kirklees.gov.uk/beta/delivering-services/pdf/inclusion-diversity-statement.pdf>

## **Principles**

KCSCITT 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.

KCSCITT is 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.
- 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 and Diversity policy, working with all partners and the wider community to promote good practice

## **Practice**

Trainee Recruitment and Training.

- all recruitment procedures are 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
- KCSCITT selection criteria are reviewed annually to ensure that they are justifiable on non-discriminatory grounds.
- This Equality and Diversity Policy is available on the KCSCITT website which is accessible by all trainees, staff and any member of the general public.

We acknowledge and respect diversity and believe that,

### **Trainees 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 trainees and 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

### **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

### **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 a trainee is disabled, or become disabled in the course of their training, they are encouraged to tell us about their condition. This is to enable us to support them as much as possible and to ensure that they are not treated less favourably because of something related to their disability.

### **Breach of this Policy**

**The SCITT Executive Board are responsible for ensuring KCSCITT fulfils the legal responsibilities of the organisation in relation to equality**

- 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 SCITT director who will take appropriate action on behalf of the Executive Board
- If a trainee or staff member believes the treatment of a colleague, trainee or stakeholder by another member of staff constitutes a breach of this policy or placement school policy they should raise this directly with the SCITT director to take appropriate action on behalf of the Executive Board