

The Leicester and Leicestershire SCITT Equality Objectives and Action Plan 2012-2015

Objective 1: The SCITT's commitment to equality is evident in its strategic and development planning.				
ACTIONS	Timescale	EVIDENCE/OUTCOMES	RESPONSIBILITY	MONITORING AND REVIEW
a) Ensure that the SCITT's commitment to equality is evident in its key strategies, policies and documents	Commitment to be included in documents for; 2012/13 2013/14 and 2014/15	The SCITT's commitment to equality is evident in the following key documents: SCITT Handbook SCITT SED SCITT Improvement Plan SCITT website	Course Manager Chair of Management Board	Annually by Management Board

Objective 2: The SCITT's awareness and understanding of equality is increased through the analysis of data relating to trainees and the findings used to improve our policies and practices.				
ACTIONS	Timescale	EVIDENCE/OUTCOMES	RESPONSIBILITY	MONITORING AND REVIEW
Use recruitment, retention and attainment data to monitor trainee achievement and respond to variations between groups of trainees, trends over time and comparisons with other ITT providers.	Annually reviewed in November	Analysis of recruitment, attainment and progress of sub-groups of learners, including by ethnicity, gender and disability	Course Manager	Admissions and QA committees SED

Objective 3: All the SCITT's staff and trainees are aware of their own and the SCITT's responsibilities for advancing a culture of equality.				
ACTIONS	Timescale	EVIDENCE/OUTCOMES	RESPONSIBILITY	MONITORING AND REVIEW
Provide a clear and coherent learning experience for all trainees which enable them to demonstrate in their teaching, and all aspects of their professional conduct, how they value diversity and human rights to meet the ethos of the SCITT, as set out in the Single Equality Policy.	Annually reviewed in November	Training session content/ module guides/trainee evaluations Trainee/ QA tutor and TP tutor feedback in lesson observations/ evaluations and TP reports.	Course Manager Subject leaders QA tutors	QA committees SED

Objective 4: Equality is reflected in the trainees' learning, teaching and assessment activities in school based training, leading to all groups of pupils taught by SCITT trainees gaining an excellent learner experience				
ACTIONS	Timescale	EVIDENCE/OUTCOMES	RESPONSIBILITY	MONITORING AND REVIEW
Provide training to trainees on delivering a broad and balanced curriculum that meets all learners' needs Evaluate the attainment of trainees against Standard 5 and Part 2 of the Teachers Standards	On going	Training session content/ module guide documentation TP Tutor grading and comments on achievement of Standard 5 and Part 2 of Teachers' Standards in TP tutor reports TP tutor evaluation comments	Course Manager Subject leaders QA tutors	QA committee SED

Objective 5: Provide opportunities for trainees to gain a deeper understanding and respect for people from different backgrounds and communities to enable them to make a positive contribution to community cohesion within their professional and personal lives.				
ACTIONS	Timescale	EVIDENCE/OUTCOMES	RESPONSIBILITY	MONITORING AND REVIEW
Integrate appropriate forms of on-going training on equality and community cohesion issues into the SCITT training programme	On going	Training session content/ module guide documentation All trainees work with diverse pupil populations through careful selection of placements for each trainee across the training year Training sessions delivered by members of different faith communities through visits to places of worship TP Tutor grades/comments on achievement of Part 2 of The Teachers' Standards and the trainee contribution to the ethos of the school(S8) .Trainee exit evaluations	Course Manager	Annually through: QA committee SED MB