

# Leicester & Leicestershire SCITT SINGLE EQUALITY POLICY

## EQUALITY AND DIVERSITY STATEMENT

### Monitor and Review

Every three years, we will review our objectives in relation to any changes in our course profile. Our objectives will sit in our overall course improvement plan and therefore will be reviewed as part of this process.

Date Approved by the Management Board: **July 2012**

Date to be reviewed by the Manager Board: **July 2015**

---

### Legal Duties

As an SCITT institution we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination,
- advance equality of opportunity
- foster good relations

We understand the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- age (for employees only),
- disability
- race (includes ethnic or national origins, colour or nationality)
- gender (including issues of transgender)
- gender reassignment
- maternity and pregnancy
- religion and belief (includes lack of belief)
- sexual identity
- Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

- Publish equality Information – to demonstrate compliance with the general duty across its functions
- **We will not publish any information that can specifically identify any individual trainee or employee of the SCITT**

- Prepare and publish equality objectives

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a SCITT. This will include the following functions:

- Admissions
- Attendance
- Attainment
- Non completion of the course
- Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We acknowledge our responsibilities as an employer and will ensure compliance with the Equality Act 2010 in regard to the range of functions associated with being an employer.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

In fulfilling our legal obligations we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development.
- Aim to reduce and remove existing inequalities and barriers.
- Consult and involve widely
- Strive to ensure that society will benefit

## **Our Ethos/mission**

Leicester and Leicestershire SCITT are 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. Leicester and Leicestershire SCITT place 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:

<b>SCITT Community</b>	<b>Responsibility</b>
<b>Management Board</b>	Involving and engaging the whole SCITT community in identifying and understanding equality barriers and in the setting of objectives to address these.
<b>Course Manager</b>	As above including: Promoting key messages to staff, trainee's and other users about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensure that trainee's have appropriate skills to deliver equality. Ensure that all users are aware of their responsibility to record and report prejudice related incidents.
<b>Subject Leaders</b>	To support the Course Manager as above: Ensure fair treatment and access to services and opportunities. Design and deliver an inclusive curriculum
<b>Course Tutors</b>	Help in delivering the right outcomes for trainees. Uphold the commitment made to trainees on how they can be expected to be treated. Ensure awareness of responsibility to record and report prejudice related incidents.
<b>Non Teaching Staff</b>	Support the SCITT and the Management Board in delivering a fair and equitable service to all users Uphold the commitment made by the Course Manager on how trainees can be expected to be treated Support colleagues within the SCITT community Ensure awareness of responsibility to record and report prejudice related incidents.

Trainees	<p>Take an active part in identifying barriers for the SCITT community and in informing the Course Manager of actions that can be taken to eradicate these</p> <p>Take an active role in supporting and challenging the SCITT to achieve the commitment given tackling inequality and achieving equality of opportunity for all.</p>
Other users	<p>Take an active part in identifying barriers for the SCITT community and in informing the Course Manager of actions that can be taken to eradicate these</p> <p>Take an active role in supporting and challenging the SCITT to achieve the commitment made to the community in tackling inequality and achieving equality of opportunity for all.</p>

**We will ensure that the whole SCITT community is aware of the Single Equality Policy and our published equality information and equality objectives by publishing them on the SCITT website**

### **Complaints**

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

Further guidance on the Equality Act 2010 can be found on Leicester City Council's Website: <http://www.leicester.gov.uk/equalityguidance/>