



Hampshire LEARN SCITT Partnership

POLICY

Equal Opportunities

Last Review: September 2019



Hampshire LEARN SCITT Partnership

HAMPSHIRE LEARN SCITT PARTNERSHIP EQUAL OPPORTUNITIES POLICY

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1. INTRODUCTION

We recognise that we have a duty under the Equality Act 2010 in relation to the Hampshire LEARN SCITT Partnership community to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age, disability, ethnicity, gender (including issues of transgender, maternity and pregnancy), religion and belief, sexual orientation and marital status.

2. NATIONAL AND LEGAL CONTEXT

The Equality Act consolidates previous individual discrimination legislation such as the Sex Discrimination, Race Relations and Disability Discrimination Acts.

The Disability Equality Duty was introduced into the Disability Discrimination Act (1995) in 2005. The 'duty' does not bring new rights for the disabled; rather it requires schools to take a more proactive approach to promoting disability equality and eliminating discrimination.

3. AIMS

- To make the Hampshire LEARN SCITT Partnership a place where all individuals are treated with respect, irrespective of race, sex, age, colour, ethnic origin, ability, religion, sexual orientation, disability or social background.
- To promote an inclusive ethos which values individuals from such diverse backgrounds.
- To prepare pupils for life in a multi-cultural society and world and to encourage an appreciation of the enriching nature of a multi-cultural society.
- To recognise and challenge all forms of prejudice and racism.
- To provide equality of opportunity for pupils in terms of social and academic progress and trainees in terms of professional development.

4. RESPONSIBILITIES AND IMPLEMENTATION

Director of SCITT

The Director of SCITT is responsible for raising awareness of this policy, major updating and dealing with complaints (see below). In addition they will:

- Provide appropriate guidance on specific trainees and be the first contact point for staff requiring further information;



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- Provide information as necessary on religious observance (eg. if trainees may be fasting);
- Take responsibility for providing any necessary training;

The Director of SCITT should be informed about any racist incidents and completes the annual return about such matters.

Partner Schools

- All senior leaders should take due responsibility for their Line Managed areas.

Professional Mentors

Professional Mentors are responsible for:

- Dealing with and recording any issues relating to trainees;
- Ensuring that the elements of the programme which address such issues are implemented effectively.

Curriculum Mentors

Curriculum Mentors are responsible for:

- Promoting and raising awareness of equal opportunities within their curriculum area.
- Ensuring that all inclusion and special needs issues relating to trainees within their department are addressed.

Trainees

Should seek:

- To deal with incidents between pupils when they occur in line with the home school's Behaviour Policy;
- To challenge racial and cultural bias and stereotyping;
- To support pupils in their classes for whom English is an Additional Language;
- To challenge inappropriate comments, symbols and strategies. To explain to pupils why such things are wrong and take action as appropriate;
- To treat other trainees with respect regardless of race, colour, ethnic origin, ability, religion, sex, age, sexual orientations, disability or social background;
- To treat all staff and visitors in a similarly respectful manner;
- To report incidents of bullying or discrimination to the relevant members of staff in school and , if necessary, the Director of SCITT.



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5. EMPLOYMENT ISSUES

The SCITT recognises its responsibilities in the employment of trainees (on the School Direct salaried route) in the partnership. In accordance with those responsibilities, it wishes to ensure the fair and equal treatment of all its trainees who have undertaken training on an employment route.

All decisions relating to appointments will be conducted in accordance with the principles on which this policy is based.

6. MONITORING AND EVALUATION

The Director of SCITT has overall responsibility for this policy. Specific areas will be monitored by the SCITT's Executive Group.

The relative achievement of different groups of trainees will be analysed every year by the Director of SCITT.

7. COMPLAINTS AND BREACHES OF THIS POLICY

All allegations will be fully investigated. All complaints and issues should be referred as follows:

- Trainees to their Curriculum Mentor, Professional Mentor or Director of SCITT.