



**EXCEED SCITT**

# **EQUALITY, DIVERSITY AND INCLUSION POLICY**

Approval Date:	December 2021
Approved By:	Board of Trustees
Next Review:	Spring 2026

## 1. Introduction

Exceed SCITT welcomes and celebrates diversity within our learning community and expects Exceed SCITT Teachers and all staff to work to promote equality of opportunity and good relationships between persons of diverse groups within the training programme.

Equal opportunities are created by the way we live and conduct our training, and the respect and dignity we show to ourselves and others. Documents such as this, therefore need to be owned and lived by all participants in the programme, SCITT Teachers and staff, Mentors and programme Tutors.

The document sets out:

- Expectations in relations to attitudes, behaviours and actions that will help the SCITT pursue its aspirations to be an inclusive learning community where we all are treated with dignity and respect, and at the same time comply with the letter and spirit of relevant legal requirements
- Frameworks and processes for challenging unacceptable practices, such as discrimination, harassment and victimisation, where expectations are not met

Exceed SCITT programme is school led with some SCITT Teachers receiving a salary from their training school. Those who have contracts with school would normally use the school's policy and procedures to challenge unacceptable practice in relation to equality, diversity and inclusion. However, there might be instances where it is in the interests of the SCITT Teacher to be supported via the SCITT's own policy and guidance documentation.

Exceed SCITT acknowledges that the context in which we offer this document is not a static environment and that legal requirements are frequently being enhanced and developed, along with good practice guidelines. For this reason, we see this document as work in progress, requiring regular monitoring and review. Contributions are welcome to this process and can be directed to the Director of Exceed SCITT and the Steering Committee.

Exceed SCITT and partners are committed to widening access for those under-represented in the teaching profession and will monitor recruitment and selection processes and outcomes. The SCITT will therefore not tolerate practices which discriminate against people based on the following Protected Characteristics.

## 2. Protected characteristics

2.1 The Equality Act 2010 and regulations update of 2017 provides a single, consolidated source of discrimination law and provides a legal framework in support of the 'Protected Characteristics' (PC) of:

- Age
- Disability
- Marriage and Civil Partnerships
- Religion or belief
- Sex
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity

### 2.2 Disability PC

It is unlawful not to make reasonable adjustment in relation to employment, education and services to ensure that there is true equality of opportunity for those with a disability.

### 2.3 Disability equality statement

The SCITT is aware that discrimination can occur in relation to people with disability, as defined by the Equality Act 2010 and regulations update of 2017 Exceed SCITT is therefore, committed to the concept of "inclusive education", and identifies four key commitments:

- To create a policy framework to promote disability equality;
- To design procedures to ensure the availability of reasonable adjustments in training provision for disabled people;
- To nurture a welcoming culture and environment for disabled people;
- To ensure effective risk management in implementing provision for disabled people, and supporting through the use of reasonable adjustments and other appropriate means.

### **3. Equality Duties**

Public bodies are obliged by law to think about how they can make sure their work/training supports equality.

Equality duties require Exceed SCITT to:

- Promote equality and diversity rather than just avoid discrimination;
- Ensure policies and practices that may seem neutral do not have a disproportionate impact on staff or SCITT Teachers because of a protected characteristic;
- Take action to ensure equality exists in practice as proactive support rather than as a response to requests for assistance;
- Monitor policies for any adverse impact and celebrate good practice and share this with others;
- Assess and consult on the impact new policies are likely to have on a protected characteristic;
- Ensure that staff and SCITT Teachers have access to information and services;
- Ensure that a diversity and inclusion policy is integrated into the SCITT's training programme;

#### **Aims**

- To celebrate the unique and inclusive culture of Exceed SCITT and its partnership;
- Meet the legal duties of the protected characteristics;
- Improve research and information to assess the impact of diversity and inclusion issues;
- Continue to foster a greater understanding of and respect for the different communities in which we train,
- To review progress to ensure continual promotion of inclusive practices.

### **4. Equalities about disability and health**

The Equality Act 2010 and regulations update of 2017, requires educational establishments to provide for all without discrimination. This includes making anticipatory adjustments to include disabled learners. SCITT Teachers who have disclosed a disability will be known to Exceed SCITT Director of Exceed SCITT and where agreed, may be offered additional support and practical advice. In some cases, a formal Learning Support Plan may be drawn up by agreement.

Exceed SCITT is supportive of SCITT Teachers with disabilities and will give advice on how to manage their learning AND what support they may expect from the partnership, their Tutors and Home and Host School.

This support may be provided in the following ways, for example providing documents in advance of training, access to a laptop, enlarging text, or adjusting for a trainee with mobility difficulties. There may also be the need to allow additional time for preparing tasks. SCITT Teachers would be required to make requests for support with recognition of the other commitments of time and resource that a school may have.

### **5. Meeting the Teachers' Standards**

All SCITT Teachers are required to meet the Teachers' Standards for recommendation for the award of QTS and as such they are asked to complete a Medical Declaration. However, the manner in which they do this may be different for disabled SCITT Teachers. For example, a trainee with spelling difficulties might use a laptop with spell checker software, linked to an interactive screen to ensure

accuracy of text shown in class. SCITT Teachers with dyslexia may set out planning in a different manner from other SCITT Teachers, e.g. they may use bullet points more or write less.

## **6. SCITT Teachers who have not disclosed a disability**

There may be SCITT Teachers who for their own reasons do not disclose a disability. However, Exceed SCITT has an anticipatory duty to make the learning and training environment inclusive. Exceed SCITT will provide extra support or adjust practice to accommodate the needs of SCITT Teachers even when these needs have not been made explicit at the outset of training and through the Pre-ITT Health Questionnaire. This includes reasonable adjustments as part of the recruitment and selection policy.

## **7. Health**

Some SCITT Teachers may have a disability which is medical in origin such as diabetes, asthma, or epilepsy. In such cases, we advise that this is disclosed through the Pre-ITT Health Questionnaire and that the SCITT Teacher informs their Home and Host school for reasons of Health and safety. If a SCITT Teacher has not disclosed a disability but the school suspects there may be a disability issue that could impact upon health and safety practices, then the Director of Exceed SCITT should be contacted.

Further advice and guidance:

Schools can also access the Access to Work grant. This can support:

- adaptations to the equipment
- travel costs
- disability awareness training
- Disability Student's allowance

Any information provided about your disability, will be protected under the Equality Act 2010, regulation updates of 2017 and the General Data Protection Regulations 2018.

### **Useful links and organisations:**

Helpful information for adjustments for disabled students while studying.

[www.Equalityhumanrights.com](http://www.Equalityhumanrights.com)

[www.ecu.ac.uk](http://www.ecu.ac.uk)[www.interfaith.co.uk](http://www.interfaith.co.uk)

[www.abilitynet.org](http://www.abilitynet.org)

[disabilityrightsuk.org](http://disabilityrightsuk.org)

[www.Train to teach](http://www.Train to teach)

## **8. Exceed SCITT Complaint Policy**

In the case of any complaint the SCITT Teacher should refer to the Academy Trust's Complaints Policy, accessed via Exceed's website.