

This policy is to be read alongside the SFET policy *Equal Opportunities in Employment*.

South Farnham SCITT is committed to the principle of equal opportunities and opposes discrimination on the basis of age, sex, marriage and civil partnership, gender reassignment, race, disability, sexual orientation, religion or belief, pregnancy and maternity (**protected characteristics**). We firmly believe that the teaching profession should be representative of the diverse communities which we serve. Being a committed equal opportunity training provider, South Farnham SCITT will take every possible step to ensure that trainees are treated equally and fairly.

South Farnham SCITT welcomes 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.

## Principles

At South Farnham SCITT we are committed to:

- actively encouraging, supporting and helping all pupils, trainees and staff to reach their full potential
- valuing pupils, trainees and staff as individuals and support their personal development
- operating a fair recruitment and retention procedure
- providing 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
- fostering positive attitudes and relationships and a shared sense of belonging
- offer teaching and learning which enables all trainees to access educational opportunities
- to promote good relations between people of different racial groups
- actively tackling any discrimination which contravenes the SFET Equal Opportunities in Employment Policy and this Equality, Diversity and Inclusion supplement

## 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
- Interviews are conducted by senior leaders from across the partnership schools

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 prepared for taking their places in society

- be encouraged to accept and respect trainees, pupils and school staff from other cultures
- be addressed appropriately, names accurately recorded and names pronounced correctly
- not be placed at a disadvantage because of any disability

**All trainees are responsible for:**

- promoting an inclusive and collaborative ethos in their classroom and host school
- taking the appropriate measures (within school policy) to address any prejudice-related incidents that may occur
- identify and challenge bias and stereotyping in the curriculum (by referring to the mentor/Head or for SCITT curriculum the cohort lead/Director of ITT)
- 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 trainees, pupils, staff and parents and comply with reasonable requests relating to religious observance and practice.

**Disability Discrimination:**

If a trainee has a disability or develops a disability in the course of their training, they are encouraged to tell us about their condition. This is to enable South Farnham SCITT to support them as much as possible and to ensure that they are not disadvantaged/treated less favourably because of something related to the disability.

This course recognises that it has an important part to play in helping to create a fair and just society. It is the responsibility of every member of staff and every trainee to support this Equality, diversity and inclusion supplementary Policy.