



## Diversity and Equality Policy

### Policy Monitoring, Evaluation and Review

This policy will be monitored and reviewed by the LSS Partnership Group.

**Important:** This document can only be considered valid when viewed on the LSS website. If this document has been printed or saved to another location you must check that the version number on your copy matches that of the document online.

<b>Version:</b>	1
<b>Date created:</b>	September 2022
<b>Author:</b>	Kate O'Shaughnessy, Director of Leicestershire Secondary SCITT
<b>Ratified by:</b>	TMET Executive Board
<b>Date ratified:</b>	September 2022
<b>Review date:</b>	July 2023

### Revision History:

Version	Date	Author	Summary of Changes:

## Contents

1. Introduction .....	3
2. Diversity and Equality Statement.....	3
3. Purpose .....	3
4. Scope.....	4
5. Roles and Responsibilities.....	4
6. LSS Commitment.....	5
7. Recruitment .....	5
8. Training .....	5
9. Application, Recruitment, Completion and Employment.....	6
10. Tackling Discrimination .....	6
11. Monitoring Compliance and Effectiveness of the Policy .....	6
12. Review.....	6

## **Diversity and Equality Policy**

### **1. Introduction**

Leicestershire Secondary SCITT (LSS) has designed its programme to create teachers who:

- are leaders in the classroom and (eventually) beyond
- are excellent subject leaders and members of subject communities
- are research-informed professionals
- reflect on their teaching in order to continue to improve and thrive
- have the resilience to remain in the classroom
- are a positive impact on the teacher community

As a SCITT we recognise that we are offering trainees an *initial* year of teacher education. We have designed our programme and curriculum to reflect that trainees are novices to teaching, but also with the ambition to create a model of professional learning that will remain with them throughout their careers, and see them through to being experts. This is rooted in our research-informed approach.

Our course leads to the award of QTS accredited by the Leicestershire Secondary SCITT, and the award of a Postgraduate Certificate in Education, accredited by the University of Leicester. As this is a professional qualification it is expected that trainees demonstrate consistently high standards of personal and professional conduct that is consistent with Teachers' Standards, Initial Teaching Training Criteria (ITT CCF), Disclosure and Barring Services legislation and Safeguarding legislation.

### **2. Diversity and Equality Statement**

Leicestershire Secondary SCITT (LSS) is committed to serving local and national teacher demand by recruiting and training the most talented people, regardless of their background and make best use of their talents. Our students come from different cultures, perspectives and experiences. We want trainees who reflect and celebrate this diversity and promote inclusion, acting as role models for our next generations.

We are committed to being a diverse and inclusive employer and training provider, and to upholding the values of equality, diversity and inclusion in our recruitment, training and employment in line with the spirit and practice of the Equality Act 2010.

We seek to have a community where we treat all trainees and employees as individuals, removing unnecessary barriers to teaching and working with us. We require all our trainees and staff to contribute to the elimination of discrimination, to promote a culture of respect and dignity, to actively challenge discrimination and celebration of diversity.

### **3. Purpose**

This policy sets out LSS's approach to diversity and equality. LSS is committed to promoting equality and diversity and promoting a culture that actively values difference and recognises that people from different backgrounds and experiences can bring valuable insights to the way we work.

This policy sets out the ways in which LSS aims to be an inclusive organisation, committed to providing equal opportunities through recruitment, training programmes, support, assessment and future employment in the teaching profession.

At LSS we consider:

- Equality means breaking down barriers to eliminate discrimination and ensure equal opportunities and access for all groups
- Diversity means celebrating difference and valuing everyone
- Equality and Diversity are non inter-changable but inter-dependent. There can be no equality of opportunity if difference is not valued and harnessed.

#### **4. Scope**

This policy is intended for all SCITT employees, trainees and contractors. It provides guidance on how all LSS staff and trainees must uphold the values of LSS SCITT.

LSS recognises the right of all trainees to have a private life outside of work and this Policy is not intended to limit or restrict trainees' choices outside of working time. This policy applies to all professional conduct and also to conduct outside LSS and partner schools that is related to trainee's professional duties and requirement in the Teacher Standards to uphold high standards of ethics and behaviour, so as to be a role model for children and young people. This includes expressions of views on social media.

#### **5. Roles and Responsibilities**

The **LSS Partnership Group** is responsible for ensuring this policy is applied fairly and consistently across LSS alongside holding specific responsibilities relating to any disciplinary action under this policy.

The **Director of LSS** is responsible for ensuring this policy is available to all staff and trainees. The Director of LSS also has specific responsibilities detailed in this policy regarding the reporting of any violations and investigation in line with the LSS Disciplinary Policy.

The **Director of LSS** is responsible for overseeing the introduction, implementation, monitoring and review of this policy and will report to the **LSS Partnership Board** as required. The TMET Human Resources department will provide advice, guidance and support in the implementation of this policy and procedure, acting as a point of contact for all LSS staff and trainees.

**LSS leaders and Tutors** must operate within this policy in a fair, consistent and reasonable way; ensuring confidentiality is protected where possible.

**All LSS trainees** are expected to familiarise themselves with this policy, aligning their behaviours with the policy and values of LSS. The Partnership Board believes that staff are responsible for their actions. It is the responsibility of trainee teachers to read the policy. If any of the provisions contained within this policy or any other policies are not fully understood trainees must, in their own interests, seek clarification from the Director of LSS.

## **6. LSS Commitment**

LSS works to ensure that staff and trainees with protected characteristics are not discriminated against and provided with equality of opportunity. Under the Equality Act 2010 a protected characteristic includes:

- age
- disability
- gender reassignment
- marriage or civil partnership (in employment only)
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Discrimination on the basis of work pattern (part-time working, remote working, fixed term contract) which is unjustifiable will also not be tolerated.

All trainees and employees will be encouraged to develop their skills and fulfil their potential.

## **7. Recruitment**

Selection for employment and the LSS training routes will be on the basis of aptitude and ability. Selection criteria and procedures will be frequently reviewed to ensure that staff are selected, promoted and treated on the basis of their relevant merits and abilities and that no issues which are irrelevant to the needs of posts are considered as part of selection processes. Further detail is set out in the LSS Recruitment Policy.

## **8. Training**

All trainees on LSS training routes will be required to participate in professional learning to promote the principles of this policy. The LSS curriculum will ensure that all trainees are taught to

- treat pupils with dignity
- show tolerance of and respect for the rights of others
- to not undermine fundamental British values, including mutual respect and tolerance of those with different faiths and beliefs.

The Director of LSS will identify training for LSS staff and employees of LSS will be required to attend to participate in training and development activities to encourage the promotion of this policy and

values. This includes Safer Recruitment training for all staff involved in interviewing candidates for teaching.

### **9. Application, Recruitment, Completion and Employment**

The Director of LSS will review on a regular basis to ensure that access to teacher training and employment as a teacher is not restricted by unlawful means. The Director of LSS will report to the LSS Partnership Board on how appropriate conditions are put in place by LSS to meet the special needs of disadvantaged or under-represented groups at:

- application
- recruitment
- through the programme (completion rates)
- employment in schools

The Director of LSS will also review any issues of discrimination and/or harassment raised by staff and trainees, reporting to the LSS Partnership Group on this and how LSS has resolved these.

### **10. Tackling Discrimination**

All members of staff and trainees are required to conduct themselves with proper respect for others. Further guidance on this is included in the LSS Code of Conduct. Trainees or staff witnessing harassment and/or discrimination must follow the LSS Whistleblowing policy. Not reporting harassment or discrimination is regarded as condoning this behaviour. Any LSS staff or trainees reported to the Director of LSS for harassment and/or discrimination will be followed up as set out in the LSS Disciplinary policy.

Trainees and staff can also use the LSS Grievance policy if they wish to raise an issue about their treatment or the programme.

### **11. Monitoring Compliance and Effectiveness of the Policy**

Effectiveness and compliance of this policy will be monitored by the Director of LSS. The Partnership Group will monitor the outcomes and impact of this policy on a regular basis.

### **12. Review**

This Policy and Procedure will be reviewed within one year of the date of implementation.