

Sacred Heart Newcastle SCITT



Equality, Diversity and Inclusion Policy

Sacred Heart Newcastle SCITT firmly believes that the teaching profession should be representative of the diverse communities which it serves. As a committed equal opportunity training provider, the SCITT will take every possible step to ensure that trainees are treated equally, fairly and with respect.

The SCITT fully endorses the Equality Act 2010, which requires the elimination of unlawful discrimination and harassment and promotion of equality of opportunity for all trainees. The SCITT 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).

Principles

Sacred Heart Newcastle SCITT is 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 to supporting 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
- promoting good relations between people of different racial groups
- actively tackling any discrimination which contravenes any Equal Opportunity or Employment Policy law

Practice

Trainee recruitment and training:

- All recruitment procedures are reviewed regularly to ensure that our practices are fully compliant with the relevant legislation, ensuring that individuals are treated on the basis of their relevant merits and abilities
- Interviews are conducted by senior leaders from across the partnership who have the relevant knowledge and experience
- 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 place in society

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

Responsibilities of trainees:

- promoting an inclusive and collaborative ethos in their classroom and placement schools
- take 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 or Head of ITT if related to the SCITT curriculum)
- 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 Sacred Heart Newcastle 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.

Sacred Heart Newcastle SCITT 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 Policy.

Approved by Strategic Board

Next review: July 2027