



PENNINE LANCASHIRE SCITT – EQUAL OPPORTUNITIES POLICY

BACKGROUND, AIMS AND VALUES

It is the goal of the Pennine Lancashire SCITT to recruit people of outstanding potential, irrespective of their background and to ensure that the admission process is transparent, has minimal barriers to entry, is based on merit and potential, is fair with regard to diversity, professional in its nature and reliable.

The SCITT is committed to promoting equality of opportunity. We will treat everyone equally irrespective of age, disability, gender reassignment, marital or civil partnership, race (including colour, nationality and ethnic or national origin), religion or belief (including a lack of belief), sex, sexual orientation (“the protected categories”).

The SCITT places an obligation upon all staff and trainees to respect and act in accordance with the policy.

SCOPE OF POLICY

This policy aims to ensure that the provisions of all equalities legislation are met in full, particularly the Race Relations Act 1973 (Amendment) Regulations 2003, the Disability Discrimination Act 1995, Special Educational Needs and Disability Act 2001, the Equality Act 2010 and Employment Equality (Age) Regulations 2006.

The Pennine Lancashire SCITT is committed to ensuring equality in the following areas:

Staff and mentors

- Training and professional development
- Grievance and disciplinary matters

Trainees

- Admission and access
- Trainee assessment
- Guidance and support
- Teaching and learning
- Training and professional development
- Grievance and disciplinary matters

DISCRIMINATION

Unlawful discrimination occurs in the following circumstances:

Direct discrimination



Direct discrimination occurs where one individual treats or would treat another individual less favourably on grounds of age, disability, gender reassignment, marital or civil partnership, race (including colour, nationality and ethnic or national origin), religion or belief (including a lack of belief), sex, sexual orientation (“the protected categories”).

Indirect Discrimination

Indirect discrimination occurs where an institution applies a provision, criterion or practice generally which disadvantages a minority group in the community on the basis of a protected category. Indirect discrimination would also occur if an institution accepted and acted upon an indirectly discriminatory instruction from a third party.

RACE

Both institutional and individual racism can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantages ethnic minority people.

The Pennine Lancashire SCITT recognises its general duty under the Act to promote race equality. We will have due regard to eliminating unlawful discrimination and promoting good race relations in all our actions.

- We will create a positive, inclusive environment based on mutual respect and tolerance.
- We are committed to challenging and preventing racism and discrimination.
- We will monitor the treatment and progress of all candidates in terms of their recruitment, selection, levels of achievement or guidance and will take action to address any perceived or real inequalities discovered.
- We will assess the impact of our policies, practices and procedures upon all our trainees and staff.
- We will provide training or support for staff to ensure both they and the students they deal with are able to establish a positive working and learning environment.

DISABILITY

Direct discrimination against a person occurs where, if for a reason which relates to the disabled person's disability, an individual:

Treats him/her less favourably than he/she treats, or would treat others to whom that reason does not or would not apply, and the person/s cannot show that the treatment in question is justified.

Or

If on the ground of a disabled person's disability, he/she treats the disabled person less favourably than he/she treats or would treat a person not having that particular disability, whose relevant circumstances, including his abilities, are the same as, or not materially different from, those of the disabled person.

This type of direct discrimination can never be justified.



The Pennine Lancashire SCITT will not discriminate against a disabled person on the grounds of disability -

- in the arrangements i.e. application form, interview or arrangements for selection for determining to whom a place should be offered; or
- by refusing to offer, or deliberately not offering the disabled person a place for reasons connected with their disability.

The Pennine Lancashire SCITT will accordingly make career opportunities available to all people with disabilities and every practical effort will be made to provide for the needs of candidates.

Wherever possible The Pennine Lancashire SCITT will make reasonable adjustments to hallways, passages and doors in order to provide and improve means of access for disabled candidates. However, this may not always be feasible, due to circumstances creating such difficulties as to render such adjustments as being beyond what is reasonable in all the circumstances.

The term “disability” covers a wide range of physical and mobility difficulties such as deafness, hard of hearing, blind or partially sighted, specific learning difficulties such as dyslexia, medical conditions and mental health problems.

The Pennine Lancashire SCITT understands its duty to ensure that entrants have met the Secretary of State’s requirements for physical and mental fitness to teach. As such, applicants are required to complete a questionnaire to assess this. Applicants may be required to undergo an occupational health interview either by telephone or face-to-face following this assessment.

We will meet our statutory requirements under the DDA not to discriminate against persons with a disability either in the process of recruitment or whilst enrolled on the course.

We are committed to taking positive action to welcome persons with disabilities who have met the requirements, and to enable them to meet their full potential.

Consideration will be given to all planned activities, resource allocation and procedures to ensure that we can enable disabled trainees full participation in all aspects of the academic, work-based and social activities of the course.

We will give clear information and advice about the practical issues which may be encountered during the course or later employment and liaise with specialist agencies where appropriate.

GENDER

The Pennine Lancashire SCITT will monitor gender balance on the subject courses it runs and consider appropriate action to redress any imbalances.

We will be sensitive to the needs of individuals in terms of course organisation and the support we offer, and building in flexibility within the constraints of the course, to enable an appropriate work/life balance.

HARASSMENT

The Pennine Lancashire SCITT is committed to providing a work environment free from unlawful harassment on grounds of sex, sexual orientation, gender reassignment, marital or civil partnership



status, age, disability, colour, race, nationality, ethnic or national origin, religion or belief, political beliefs or any other basis protected by legislation is unlawful and will not be tolerated by The Pennine Lancashire SCITT.

Examples of harassment are:

- Verbal or written conduct containing derogatory jokes or comments,
- Slurs or unwanted sexual advances
- Visual conduct such as derogatory orientated posters,
- Photographs, cartoons, drawings or gestures which some may find offensive,
- Physical conduct such as assault, unwanted touching, or any interference because of sex, race or any other protected category basis,
- Retaliation for having reported or threatened to report harassment.
- It can also involve bullying linked to inequalities of status and position.

The Pennine Lancashire SCITT aims to foster a culture which is free from harassment by ensuring:

- Staff and trainees challenge all forms of harassment. • Incidents are dealt with quickly and effectively.
- Individuals have the confidence and support to report complaints without fear of ridicule or reprisal.

Individuals take responsibility to ensure that they act in an appropriate manner.

If you believe that you have been unlawfully harassed, you should make an immediate report to the SCITT Director followed by a written complaint as soon as possible after the incident. Your complaint should include:

- Details of the incident
- Name(s) of the individual(s) involved • Name(s) of any witness(es).

The Pennine Lancashire SCITT will undertake a thorough investigation of the allegations. If it is concluded that unlawful harassment has occurred, remedial action will be taken.

MONITORING

In order to ensure equality of treatment and opportunity for all trainees and applicants to the course, and to measure the impact of this policy, The Pennine Lancashire SCITT will collect and analyse data.

Where monitoring indicates that there are inequalities between different groups of people, the Pennine Lancashire SCITT will undertake action aimed to reduce this. Such action may include further encouragement of applications from under-represented groups, the provision of services, resources and facilities to meet the special needs of particular groups, targeted school placements and individual support from members of staff. The SCITT Director will report all appropriate information to the Teach East Lancashire Board.



RESPONSIBILITIES

The PLSCITT Operations Group has ultimate responsibility for the development, implementation and monitoring of the equal opportunities policy although the mechanisms may be devolved to the SCITT Director.

Each member of the Pennine Lancashire SCITT, whether staff or trainee, has a responsibility to support the implementation of this policy.

All partner schools are responsible for ensuring that this policy is implemented and monitored within their own institutions, taking appropriate action on issues when necessary and reporting back to the SCITT Director.

All trainees have a responsibility to uphold the ethos of the policy and to act in an appropriate manner at all times.

This policy will be reviewed by management every two years.

PUBLICATION

Staff, trainees and partner schools will be directed to this policy and on the Pennine Lancashire website.

Partner schools will receive a copy of this policy.

COMPLAINTS PROCEDURES

The Pennine Lancashire Teacher training has in place a comprehensive complaints policy and this is available from the SCITT office upon request.

Any discrimination complaint will be investigated fully.