



Policy: Equal Opportunities

Member of Staff Responsible:

Alison Hesley

Policy Approved By:

SCITT Strategic Board

Approved on:

28.02.2017

Review Date:

2020

(circumstances may require an earlier review)

Signed-off by:

Strategic Board Chair:

Andrew Cummings

Date:

04.07.2017

Red Kite Teacher Training Equal Opportunities Policy

1. Policy Statement

1.1 Red Kite Teacher Training is committed to equal opportunities for staff, trainees and prospective trainees in its admissions, in all aspects of teaching and assessment and in its provision of trainee services.

1.2 It seeks to encourage, support and value staff and trainees on the basis of their merits, abilities and potential, regardless of gender, racial or national origin, disability, religion or belief, sexual orientation, age or family circumstances.

2. The Legal Framework

2.1 Legislation designed to eliminate unfair discrimination and promote equality of opportunity is in place:

- The Equality Act (2010)
- The Sex Discrimination Act (1975)
- The Race Relations Act 1976
- The Race Relations (Amendment) Act 2000
- The Disability discrimination Act (1995)
- The Protection from Harassment Act (1997)
- The Sex Discrimination (Gender reassignment) Regulations 1999

3. What is unacceptable practice?

3.1 Four types of action come under the general heading of unacceptable practice:

- Direct discrimination – which is treating a person less favourably than others.
- Indirect discrimination – which occurs when conditions, although applied equally, operate to the detriment of people from a particular group e.g. rules about clothing, which cannot be justified, and result in a group being proportionately disadvantaged.
- Victimisation – this is the taking of action against people who give information, give evidence or bring proceedings in cases of alleged discrimination.
- Harassment – which is the use of threatening, abusive or insulting behaviour or language thus causing people to feel threatened or intimidated.

4. Who has responsibility?

4.1 All staff and students have a responsibility for their own actions to ensure that neither by commission or omission do their actions infringe policy.

4.2 The Director has a particular role in promoting equal opportunities.

4.3 The Director is responsible for the collection of sufficient and appropriate information to monitor and evaluate progress in implementing equal opportunities.

5. Admissions and Recruitment

5.1 Red Kite Learning Trust is an equal opportunity employer committed to the elimination of discrimination throughout its Initial Teacher Training recruitment processes. Selection criteria procedures will be reviewed frequently to ensure that individuals are selected and treated on the basis of their merits and abilities.

We actively promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates including those with criminal records. We select all candidates for interview based on their skills, qualifications and experience. A criminal record does not automatically prevent applicants from being offered a place on our course.

We encourage all applicants called for interview to provide details of their criminal record at an early stage in the application process. At interview, or in a separate discussion, we ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the application.

In the event of any convictions being recorded or additional information being provided, SCITT Fitness to Practice committee will consider any criminal convictions using NCTL guidance prior to an unconditional offer being made.

We are keen to provide appropriate support for all Trainees on our programme. If an applicant has special educational need or a disability they are encouraged to discuss this, in confidence, at the interview, regardless of whether the disability was declared on their UCAS form. This is made clear to applicants prior to interview. If any have any specific needs linked to the interview they are encouraged to inform RKTT in advance of the interview.

6. Placement Schools

6.1 RKTT actively pursues its commitment to equality and seeks assurance that Trainees undertaking placements as part of their study programme will be treated fairly and equitably by host organisations.

7. Inclusion Lead

The RKTT Inclusion Lead is responsible for

- Ensuring the that all Trainees are aware of the Disability Support Allowance (DSA)
- Encouraging all Trainees to declare any SEND and to discuss their needs
- Where appropriate working with the placement school and Trainee to develop and monitor Inclusion Passport

7. Programme Development Committee

Equal Opportunities is a standing agenda item at all Programme Development Committee meetings providing an opportunity for Trainees or partnership colleagues to raise any general failing of the programme to ensure equality of opportunity for all Trainees. The Committee can make suggestions for amendments to the course for consideration by the SCITT Leadership Team.

8. Leadership and Management

7.1 The SCITT Leadership Team is responsible for:

- Ensuring the policy is working in practice
- Monitoring the success of the policy
- Identifying and remedying any failures of the policy
- The day-to-day implementation of the policy
- Reporting any failures to the SCITT Strategic Board