**Ashton on Mersey SCITT Single Equality Policy**

**Author: S Buckley Date written/amended: 20th May 2016**

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**Legal Duties**

At the Ashton on Mersey SCITT we welcome our duties under the Equality Act 2010. The general duties are to:

* Eliminate discrimination
* Advance equality of opportunity
* Foster good relations

We understand the principle of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

* Age (for employees not for service provision)
* Disability
* Race
* Sex (including issues of transgender)
* Gender reassignment
* Maternity and pregnancy
* Religion and belief
* Sexual orientation
* Marriage and Civil Partnership (for employees)

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to:

* Publish equality Information – to demonstrate compliance with the general duty across its functions. (**We will not publish any information that can specifically identify any trainee)**
* Prepare and publish equality objectives

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions at each school within the Trust. This will include the following functions:

* Admissions
* Attendance
* Attainment
* Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

In fulfilling our legal obligations we will:

* Recognise and respect diversity
* Foster positive attitudes and relationships, and a shared sense of belonging
* Observe good equalities practice, including staff recruitment, retention and development
* Aim to reduce and remove existing inequalities and barriers
* Consult and involve widely
* Strive to ensure that society will benefit

**Our Ethos/Mission addressing prejudice related incidents**

Ashton on Mersey SCITT functions as a provider of initial teacher training and as such, aims to produce teachers who will be highly effective as educators and role models, wherever they may work. We are committed to promoting and practicing equality of opportunity, valuing diversity and eliminating harassment and discrimination. We aim to be an inclusive organisation which welcomes and treats both staff and students fairly and equally regardless of age, gender, sexual orientation, disability, race, ethnic origin or nationality. Our workforce should be representative of the communities we serve.

We are a provider that strives to understand, appreciate and value the differences in each individual; we aim to make people feel valued and supported so that they may achieve their full potential. We also want to create a positive ethos where issues of racism, stereotyping and discrimination can be discussed openly, with a shared commitment to challenging and preventing these issues and to encourage good relations between people of different groups. Therefore, firm action will be taken to redress inequality and eliminate all forms of discrimination.

**Responsibility**

Each member of Ashton on Mersey SCITT, whether teacher or trainee, has a responsibility to support the implementation of this policy, therefore, the SCITT Manager will seek to ensure that all stakeholder groups are aware of its existence and the appropriate action needed to carry it out.

| **School Community** | **Responsibility** |
| --- | --- |
| Strategic Board | Involving and engaging the whole SCITT community in identifying and understanding equality barriers and in the setting of objectives to address these. Monitoring progress towards achieving equality objectives. Publishing data and publishing equality objectives. |
| Accounting Officer/Head of Teaching School | As above including:  Promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensuring that all school community receives adequate training to meet the need of delivering equality, including pupil awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents. |
| SCITT Manager/Course Leaders | To support the Accounting Officer/Head of Teaching School as above.  Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents. |
| SCITT Support Staff | Support the SCITT in delivering a fair and equitable service to all stakeholders.  Support colleagues within the SCITT community.  Ensure that you are aware of your responsibility to record and report prejudice related incidents. |
| Trainees | Supporting the SCITT to achieve the commitment made to tackling inequality.  Uphold the commitment made by the head teacher on how pupils and parents/carers, staff and the wider school community can be expected to be treated. |

**Breaches**

Breaches to this statement will be dealt with in the same ways that breaches of other SCITT policies are dealt with, as determined by the Accounting Officer/Head of Teaching School

**Monitoring**

In order to ensure equality of treatment and opportunity for all trainees and applicants to the programme, and to measure the impact of this policy, Ashton on Mersey SCITT will collect and analyse data concerning:

* Application rates
* Selection rates
* Retention rates
* Achievement and progression rates
* Access to learning resources
* Disciplinary action
* Complaints by students and staff

Where monitoring indicates that there are inequalities between different groups of people, Ashton on Mersey SCITT will undertake action aimed to reduce this. Such action would be appropriate to the circumstance, but may include further encouragement of applications from under- represented groups; the provision of services, resources and facilities to meet the special needs of a particular group; targeted school placements; individual support from trained members of staff.