

Ashton on Mersey SCITT Single Equality Policy

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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. In May 2014 the DFE published a non-statutory advice for School leaders to assist in the understanding of how the Equality Act 2010 effects them and how to fulfil their duties.

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)

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/Director of SCITT	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/Director of SCITT 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/Director of SCITT.

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.

Ashton on Mersey SCITT Equal Opportunities Monitoring Form

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.

To monitor the effectiveness of our Diversity and Equal Opportunities Policy equal you are asked to complete the following questionnaire. The information gathered will be used to produce overall statistics about recruitment and selection.

My gender is _____
 My age is 16-24 25-34 35-49 50+

Ethnic origin

Please tick the box which you believe best describes your ethnic origin. Your ethnic origin is not related to your nationality, place of birth or citizenship. It describes your colour and broad ethnic group. UK citizens can belong to any of the groups indicated below.

(a) White British <input type="checkbox"/> Irish <input type="checkbox"/> Any other White background <input type="checkbox"/> Please specify _____	(b) Mixed White and Black Caribbean <input type="checkbox"/> White and Black African <input type="checkbox"/> White and Asian <input type="checkbox"/> Any other Mixed background <input type="checkbox"/> Please specify _____
(c) Asian or Asian British Indian <input type="checkbox"/> Pakistani <input type="checkbox"/> Bangladeshi <input type="checkbox"/> Kashmiri <input type="checkbox"/> Sikh <input type="checkbox"/> Any other Asian background <input type="checkbox"/> Please specify _____	(d) Black or Black British Caribbean <input type="checkbox"/> African <input type="checkbox"/> Any other Black background <input type="checkbox"/> Please specify _____
(e) Chinese or Other ethnic group Chinese <input type="checkbox"/> Any other ethnic group <input type="checkbox"/> Please specify _____	

Disability Are you a disabled person? Yes No

Guide to the meaning of disability: The definition includes people with physical, mental or sensory impairments who experience, or have experienced, restrictions or discrimination in taking part fully in the mainstream of society. For example, they may have been disabled by lack of access in the built environment, segregated services, restricted employment opportunities, lack of access to information, which exclude them from taking part independently or fully in everyday life.