

**CTT**

**EQUAL OPPORTUNITIES POLICY**

**2021/2022**

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| *At the time of publishing the following roles were held:* |
| SCITT LEAD | MRS. W. KENDALL |
| CHAIR OF THE CTT BOARD | MRS. V. HEPBURN-FISH |

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| Approved by1 |
| Name: | Mrs. V. Hepburn-Fish |
| Position: | Chair of the Board of Directors of CTT |
| Signed: |  |
| Name: | Mrs. W. Kendall |
| Position: | SCITT Lead |
| Signed: |  |
| Date: | July 2021 |
| Review date2: | July 2022 |

## **Purpose**

Cumbria Teacher Training is committed to Equal Opportunities for all staff, trainees and prospective trainees in its admissions, in all aspects of teaching and assessment and its provision of training trainee teachers.

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.

## **Legislation**

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

## **Unacceptable Practice**

Four types of action come under the general head of unacceptable practice

* Direct Discrimination – which is treating a person less favourably than others.
* Indirect Discrimination – which occurs when conditions, although not 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 proportionally 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

## **Responsibility**

* All staff and trainees have a responsibility for their own actions to ensure that they neither by commission or omission do their actions infringe policy.
* The Board of Directors at Cumbria Teacher Training have a particular role in promoting equal opportunities and will monitor and evaluate progress in implementing equal opportunities.

## **Recruitment**

Cumbria Teacher Training ensures that all admissions procedures are clear and consistently applied with a concern for prospective trainees’ abilities and potential to gain from the course.

## **Placements**

Cumbria Teacher Training actively pursues its commitment to equality and seeks assurance that trainees undertaking placements will be treated fairly and equitably by the schools on which they are on placement.

## **Leadership and Management Committee**

The Leadership and Management Committee is responsible for:

* Ensuring the policy is working in practice
* Monitoring the policy
* Identifying and remedying any failures in the policy.

## **SCITT Lead**

The SCITT Lead is responsible for:

* The day-to-day implementation of the policy
* Reporting to the Leadership and Management Committee any failures in the policy

## **Procedures for Reporting Failures in the Policy.**

***STAGE 1 -*** Accusation of failure should be raised with the SCITT Lead.

The complainant should be invited to discuss the complaint with the SCITT Lead and a member of the Leadership and Management Committee. The complainant should submit a written report of the complaint at this meeting.

Following the discussion, the SCITT lead and member of the Leadership and Management committee consider the evidence and decide on the evidence process; either to terminate the complaint or move to stage 2.

***STAGE 2 -*** Three members of the Quality Assurance Committee meet, who are independent of this enquiry to date.

The panel interview the complainant and any relevant members of the partnership.

The panel decide whether there is evidence of discrimination and any further action needs to be taken. The panel will use its discretion to decide on the consequences.