****

**CTT**

**Public Sector Equality Duty**

**2021/2022**

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

|  |
| --- |
| 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 |

Public Sector Equality Duty

Aims

Cumbria Teacher Training aims to meet its obligations under the public sector equality duty by having due regard to the need to:

* Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
* Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
* Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

What is the Public Sector Equality Duty (the PSED)

The Public Sector Equality Duty requires public bodies to promote equality. The relevant protected characteristics are-

* Age
* Disability
* Gender reassignment
* Pregnancy and maternity
* Race
* Religion or belief
* Sex
* Sexual orientation

Legislation & Guidance

This document meets the requirements under the following legislation:

* The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination
* The Equality Act 2010 (specific duties) Regulations 2011, requires us to publish information to demonstrate how we are complying with the public sector equality duty and to publish equality objectives.

This document is also based on the Department for Education (DfE) guidance: The Equality Act 2010 and Schools – Departmental advice for school leaders, school staff, governing bodies and local authorities.

Roles and Responsibilities

*The Board of Directors of Cumbria Teacher Training will:*

* Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the partnership, including staff, trainees, tutors, mentors and Headteachers, and that they are reviewed and updated annually.
* Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the SCITT Lead.

*The SCITT Lead will:*

* Promote knowledge and understanding of the equality objectives amongst staff and trainees.
* Monitor success in achieving the objectives and reporting back to the Board of Directors
* Inform the Board of Directors in identifying any staff or trainee training needs and deliver if necessary

**All staff are expected to have regard to this document and work to achieve the objectives.**

Eliminating Discrimination

Cumbria Teacher Training is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions:

* Where relevant, our policies include reference to the importance of avoiding discrimination and any other prohibited conduct.
* The Board of Directors and staff are regularly reminded of their responsibilities under the Equality Act, e.g. during meetings

Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, Cumbria Teacher Training aims to advance equality of opportunity by:

* Sharing attainment data each academic year with the Board of Directors on how trainees with different characteristics are performing.
* Removing or minimising disadvantages suffered by trainees which are connected to a particular characteristic the have (e.g. trainees with disabilities)
* Taking steps to meet the particular needs of trainees who have a particular characteristic (e.g. enabling Muslim trainees, on request to be withdrawn from Mass when placed in a Roman Catholic school)
* Encouraging trainees who have a particular characteristic to participate fully in any activities (e.g. encouraging all trainees to be involved in the full range of activities)

How does Cumbria Teacher Training comply with the Public Sector Equality Duty?

CTT has a range of policies which make explicit our established commitment to actively promote equality of opportunity for all

* Equality, Diversity & Inclusion
* Race Equality Policy
* Disability Policy
* Anti-Bullying Policy
* Disability – Equality Act 2010 – Information for Trainees.
* Accessibility Plan

Cumbria Teacher Training prides itself on being an inclusive organisation that cares for every single trainee. In doing so, we promote and deliver a range of strategies to ensure that we comply with the Public Sector Equality Duty. Some of these are:

* Promoting the rights of every individual as outlined in the United Nations Charter through our ethos, policies and curriculum content.
* Promoting tolerance, individual liberty, friendship and understanding by teaching the trainees about Cultural Diversity,, Equality in the classrooms and British Values.
* Taking steps to meet the needs of individuals – e.g. ensuring disabled trainees are able to access school settings.
* Ramp and access to the centre premises and building e.g. toilets
* Service level agreement with Occupation Health

As set out in the DfE guidance on the Equality Act, Cumbria Teacher Training aims to advance equality of opportunity by:

* Sharing attainment data each academic year with the Board of Directors on how trainees with different characteristics are performing.
* Removing or minimising disadvantages suffered by trainees which are connected to a particular characteristic the have (e.g. trainees with disabilities)
* Taking steps to meet the particular needs of trainees who have a particular characteristic (e.g. enabling Muslim trainees, on request to be withdrawn from Mass when placed in a Roman Catholic school)
* Encouraging trainees who have a particular characteristic to participate fully in any activities (e.g. encouraging all trainees to be involved in the full range of activities)

Equality Objectives 2021-22

Under the Public Sector Equality Duty (PSED) Cumbria Teacher Training is required to set objectives.

Our published information must be updated annually and objectives published at least once every four years.

**Objective 1** To ensure that all trainees are trained in Equality of opportunity and non-discrimination through centre based training.

**Objective 2**: To ensure that all trainees are trained in inclusivity including SEND, EAL, Disadvantaged, more-able children.

**Objective 3**: To ensure that all trainees understand the protected characteristics of the Equality Act 2010 and know about prejudice-based bullying.