



AA Teamworks SCITT

Equality, Diversity, and Inclusion Policy **2023-2024**

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Monitoring responsibility	SCITT Board
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Aims and Intent

AA Teamworks SCITT recognises that diversity enriches our communities and is embraced within our training programme and partner schools. We oppose all forms of discrimination on the basis of gender, age, disability, race, ethnic origin, socio-economic background, sexual orientation, marital status, family or carer responsibilities, religious or political beliefs. Each partner school has its own equal opportunities policy, which is shared with the trainees prior to their placement.

At AA Teamworks we are committed to fair and equal treatment of all individuals.

This policy is made in conjunction with the:

- Great Heights Academy Trust Equality Policy
- Great Heights Academy Trust Bullying and Harassment Policy
- AA Teamworks Recruitment and Selection Policy
- SEND Code of Practice

Definitions

Equality

This is the means by which disadvantage and discrimination is reduced and eliminated by positive action. Equality ensures that no one receives less favourable treatment because of race, gender, gender identity, faith, marital status, disability, age, class, or sexual orientation.

Diversity

This is the recognition that everyone is an individual. What we do responds to this diversity by adopting an approach that allows for individual differences and promotes opportunities for all. In celebrating diversity, we recognise and reflect the positive contributions of men and women of different social, cultural, and religious backgrounds; we welcome people of all abilities, ages, cultural backgrounds, and sexual orientation.

Discrimination

This is where a person is treated differently by others because of their sex, sexuality, race, gender identity, nationality, ethnicity, marital status, disability, religion.

Racism

This is when people have views and expectations about different nationalities, religious or ethnic groups and behave in ways that can lead to violence, abuse, or lack of respect.

Bullying, harassment, and intimidation

AA Teamworks does not tolerate any of these behaviours which make another person or group of people feel unhappy, uncomfortable, or vulnerable (i.e. not safe). The list below illustrates activities that we do not tolerate but the list is not exclusive or exhaustive:

- Physical assault – For example inappropriate or unwelcome physical contact, throwing things at others, damaging another's clothes or possession.
- Verbal assault – Insults, swearing, disrespectful language.
- Threats – Verbal or in writing, including using email or text messages or any form of online media.
- Images that offend – Offensive pictures displayed publicly or left to intimidate another, images or words that cause offence to others.
- Racism, sexism, or homophobia – Any attitudes, procedures and patterns whose effect, though not necessarily whose conscious intention, is to create, maintain and extend power, influence, and privilege to one group of people over another, or to consciously offend. This includes racist or sexist jokes; offensive gestures; graffiti; or symbols worn or displayed that cause offence to others.

Legal Framework

The legislation provides protection from discrimination at the same level across all protected characteristics and fundamentally protects the rights of people to be treated fairly, with dignity and with respect. As a public sector organisation, we have a legal responsibility under the Equality Act 2010 and Public Sector Education Duty 2011.

We will work to fulfil our vision by not unlawfully discriminating because of the Equality Act 2010 protected characteristics of:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

Scope

As a training provider, we encourage equality, diversity, and inclusion. We are committed to providing staff and trainees training on their rights and responsibilities under the Equality, Diversity, and Inclusion Policy.

AA Teamworks supports the ethos of the social model of disability which attempts to remove barriers that restrict life choices for disabled people. The SCITT encourages all trainee teachers, or stakeholders to alert a relevant member of staff if they are disabled or become disabled in order that the SCITT can support them as appropriate.

If trainee teachers experience difficulties in their school placement because of their disability, they should speak to the school's ITT Co-ordinator and Head of SCITT, to discuss any reasonable adjustments that would help overcome or minimise the difficulty. It may be necessary for staff to consult with the HR Team, the individual, and their medical adviser(s) about possible adjustments. In the case of an employee, the SCITT may also seek advice and guidance from an occupational health advisor. The SCITT will consider the matter carefully and try to accommodate the individual's needs. If the SCITT consider a particular adjustment would not be reasonable, the reasons will be explained and the SCITT will try to find an alternative solution where possible.

The SCITT will monitor the physical features of its premises to consider whether they place disabled trainee teachers, or stakeholders at a substantial disadvantage compared to other staff, trainee teachers or stakeholders. Where reasonable, the SCITT will take steps to improve access for disabled individuals.

Responsibilities

Members of the SCITT team are expected to:

- Uphold and communicate this policy and AA Teamworks and Great Heights Academy Trust Values
- Challenge and report all instances of bullying, harassment, and discrimination.
- Lead by example in demonstrating understanding of, and respect for, differences in diversity groups.
- Contribute to the development of a learning environment free from discrimination, victimisation, and harassment.

The Head of SCITT and Trust Board are expected to:

- Deliver equality opportunity to all staff including in access to information, resources, training, support and fair application of policies and procedures.
- Maintain an awareness of their statutory responsibilities in relation to Equality Legislation
- The trust board of governors is expected to challenge the Head of SCITT on its equality objectives and commitments.
- Review the Equality and Diversity Policy annually.

Raising a concern

The procedure for the reporting of any concerns arising in respect of the above is stipulated in Complaints and Grievance Policy.

For any concerns arising from a trainee placed at a partner school, the partner schools' policy should be followed and the Head of SCITT, Hollie Lawless should be informed in line with the Complaints and Grievance policy.

Allegations regarding potential breaches of this policy will be taken seriously and will be investigated in accordance with the relevant policy and procedure. Staff and trainees who make such allegations in good faith will not be victimised or treated less favourably as a result. False allegations which are found to have been made in bad faith will, however, be dealt with by the Head of the SCITT, Hollie Lawless.

Any trainee who is found to have committed an act of discrimination, bullying or harassment will be withdrawn from the programme.