

BASINGSTOKE ALLIANCE SCITT
Equality and Diversity Policy

Policy Title		Equality and Diversity Policy			
Author / Reviewer		BASCITT Programme Director/ Finance & Resources Director/Governance Lead			
Trustee Committee		Delegated to the Headteacher			
Signed by Chris Toner (Interim Headteacher)					
Reviewed	June 2021	Approved	June 2021	Next Review	June 2023

1. Policy Statement

- 1.1** The Basingstoke Alliance SCITT (BASCITT) is committed to developing, maintaining and supporting a culture of equality and diversity across all aspects of the partnership. We aim to ensure equality of opportunity for all trainee teachers and staff, in an environment in which all individuals are recognised as being of equal value and are able to make best use of their skills through equality of opportunity.
- 1.2** The BASCITT values the diversity of the trainee teachers and staff within the partnership by recognising and celebrating differences and valuing everyone. The BASCITT also acknowledges that embracing and valuing diversity is fundamental to securing equality of opportunity for all.
- 1.3** The BASCITT will endeavour to ensure a continued diversity of placement settings to enhance the training programme and meet the needs of all schools within the locality and region.
- 1.4** The BASCITT aim to welcome and treat both staff and students fairly and equally regardless of age, gender, sexual orientation, disability, race, ethnic origin or nationality.
- 1.5** We strive 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.

2. Scope and Principles

2.1. Equality of opportunity and inclusivity are fundamental to the vision and values of the BASCITT. The commitment to equality and diversity is implemented through appropriate policies, procedures and good practice which reflect the following key principles:

- Respect for others.
- Removal of all forms of prejudice and unfair discrimination.
- Equality and social justice.
- Acknowledging and valuing diversity.
- Active challenge to stereotypes and prejudiced attitudes.
- Commitment to inclusive education and a working environment which enables and supports all students and staff to flourish and meet their potential.
- Compliance with equality legislation.
- Accountability for compliance with this policy by all members of the BASCITT and school communities.

2.2. This policy covers the following protected characteristics in accordance with the Equality Act 2010:

- Sex - a man or a woman.
- Race - a group of people defined by their race, colour, nationality, ethnic or national origins.
- Age - a person of a particular age or belonging to a particular age group.
- Disability - a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
- Sexual orientation - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.
- Gender reassignment – a person who has undergone the process of transitioning from one gender to another.
- Marriage and civil partnership – regardless of between a man and a woman or a same-sex couple.
- Religion and beliefs.
- Pregnancy and maternity.

2.3 Each member of the BASCITT, whether staff, trainee, or partnership school has a responsibility to support the implementation of this policy, therefore, the Programme Director will seek to ensure that all stakeholder groups are aware of its existence and the appropriate action needed to carry it out.

2.4 The BASCITT will take all reasonable steps to ensure that the trainees' training environment at BASCITT and in partner schools is in line with this policy.

3. Objectives of the Equality and Diversity Policy

3.1 The objectives of this policy are to identify and promote accountability in relation to the BASCITT's commitment to:

- Develop an ethos which respects and values all people.
- Prepare trainee teachers for life in a diverse society.
- Promote good relations amongst people within each school's community.
- Eliminate all forms of unfair discrimination, bullying, harassment or other oppressive behaviour.
- Deliver equality and diversity through the BASCITT's policies, procedures and practice.
- Monitor the implementation of equality and diversity within the BASCITT.
- Ensure that recruitment and selection procedures and practices within the BASCITT are open and transparent and ensure that fair and equal selection criteria is applied.

4. Responsibilities

4.1 The DHSA Trust Board has the ultimate responsibility for the development, implementation and monitoring of the diversity and equal opportunities policy. Responsibility for implantation of the policy lies with the Programme Director.

4.2 Each member of the BASCITT, whether staff or trainee, has a responsibility to support the implementation of this policy. Any person instructing, inducing or encouraging others by inaction or action to behave in a manner which is inconsistent with this policy will themselves be in breach of this policy.

5. Breach of this Policy

5.1. If a trainee believes that they may have been treated in a way that is inconsistent with this policy, they are encouraged to raise the matter with the Programme Director who will take appropriate action.

5.2. If a trainee believes the treatment of a colleague, student or stakeholder by another person constitutes a breach of this policy or placement school policy they should raise this directly with the Programme Director who will take appropriate action.