



THE SHEFFIELD SCITT

EQUALITY DUTY POLICY



National Teaching School
designated by



National College for
Teaching & Leadership

The Sheffield SCITT is owned and operated by Notre Dame High School, Sheffield, a National Teaching School

1. Purpose:

- To ensure adherence of the Sheffield SCITT to the Equality Duty, explicitly

2. Applies to:

- All staff employed directly or indirectly to deliver services for the Sheffield SCITT. This includes staff in all partnership schools involved in delivery of the Sheffield SCITT course.
- All SCITT trainees. This includes those who have accepted a place on the Sheffield SCITT course.

3. Background

The Equality Act 2010 (the Act), which replaces the previous anti-discrimination laws with a single Act, came into force on 1 October 2010. A key measure in the Act is the **public sector Equality Duty**, which came into force on 5 April 2011. The Equality Duty ensures that all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all.

The aims of the Equality Duty are to:

- **Eliminate unlawful discrimination**, harassment and victimisation and any other conduct prohibited by the Act;
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it; and
- **Foster good relations** between people who share a protected characteristic and people who do not share it.

The protected characteristics under the Act are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership (but only in respect of eliminating unlawful discrimination)
- Pregnancy and maternity
- Race – this includes ethnic or national origins, colour or nationality
- Religion or belief – this includes lack of belief
- Sex
- Sexual orientation

Under the duty, all public sector bodies are required to:

- **Publish relevant information regarding our compliance with the duty**

The Management Board of the Sheffield SCITT will decide what information is relevant and will also reference other information, either ours or other publically available data, without the need to reproduce it. This information must be published annually.

- **Set and publish equality objectives**

These are to be decided by the Management Board of the Sheffield SCITT. The objectives must be reviewed every four years.

4. THE SHEFFIELD SCITT will achieve its stated aim by:

4.1 Promoting the following beliefs:

- *We believe that everyone is unique and of equal value regardless of academic ability, class, creed, gender, race or wealth*
- *We honour the dignity and sacredness of each person*
- *We educate for and act on behalf of justice and peace in the world*
- *We commit ourselves to community service*
- *We embrace the gift of diversity*
- *We create community among those with whom we work and with those we serve*
- *We develop holistic learning communities which educate for life*

The aims of the Public Sector Equality Duty are a central part of the mission of the Sheffield SCITT and as a Partnership we:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

4.2 Ensuring that all trainees reach their potential

4.3 Promoting fair access to appropriate development opportunities for all staff

4.4 Seeking the views of members of our school community (trainees, staff and our wider community) in order to inform the Sheffield SCITT's ongoing planning and review process

4.5 Having in place policies and procedures which relate directly to equality duty

The following policies and procedures are relevant to The Sheffield SCITT's approach to ensuring the aims of the equality duty are met:

- Anti-bullying Policy
- Anti-Racism Policy
- Equality, Diversity and Community Cohesion Policy

When these policies are reviewed, consideration will be given to the aims of the Equality Duty and more generally to the Sheffield SCITT's commitment to value all people equally.

5. Publishing data relating to our adherence to Equality Duty

The following is a list of the data that we will publish annually in line with the Equality Duty:

- Relative performance of different groups of trainees
- Report showing the 'makeup' of current trainees by characteristic (gender, race, etc) where we have the information.
- Report of specific complaints/incidents of bullying specifically related to age, race, religion, gender or sexuality – this should include a 'nil' response

This information will be published as part of the Partnership Manager's report to the Quality Assurance Committee.

In addition, a brief commentary on the above data, summarising evidence of performance in relation to the above headings will be published with this document on the Sheffield SCITT website. This summary will not contain specific data as this could enable identification of individuals. Instead, it will be a commentary of the review by the Management Board and the Quality Assurance Committee.

Review Date: July 2018 **Next Review:** July 2019
Review Mechanism: Management Board