



# THE SHEFFIELD SCITT

## EQUALITY, DIVERSITY AND COMMUNITY COHESION 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 that everyone who is a part of, or engages with the Sheffield SCITT and Partner Schools should feel that they are valued regardless of physical or intellectual ability, gender, sexual orientation, class or race and that they are given every opportunity to develop their full potential.

## **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. This policy must be read and reviewed in conjunction with:**

- Reasonable Adjustment Policy
- Equality Duty.

### **Background**

These principles have been drawn from a specimen policy for equalities prepared by the DfE and we at The Sheffield SCITT fully endorse and accept them.

### **Principle 1: All learners are of equal value**

All learners and potential learners are of equal value and benefit equally from SCITT policies, practices and programmes, whatever their ability, background, gender or cultural identity.

### **Principle 2: Relevant differences are recognised**

Treating people equally can mean treating them differently. Policies, practices and programmes do not discriminate, but may be differentiated to take account of differences of life experience, outlook and background, and in the kinds of barrier and disadvantage which people may face.

### **Principle 3: We foster positive attitudes, relationships and a shared sense of belonging**

Policies and programmes promote:

- positive attitudes and interactions
- mutual respect and good relations
- an absence of harassment or prejudice-related bullying between people of different ability, background, gender or cultural identity.

#### **Principle 4: Staff and trainee recruitment, retention and development**

Policies and procedures benefit all employees and trainees and potential employees and trainees in recruitment, professional development and promotion. Steps are taken to positively promote equality, especially where there is evidence of inequality.

#### **Principle 5: Current inequalities and barriers are addressed and reduced**

In addition to avoiding or minimising possible negative impacts of policies and programmes, we take opportunities to maximise positive impacts by addressing, reducing and removing inequalities and barriers that already exist between people of different ability, background, gender or cultural identity.

#### **Principle 6: Policy development involves widespread consultation and involvement**

People affected by a policy or programme are consulted and involved in the design of new policies, and in the review of existing ones. Such consultation is both direct and through representative organisations, and is based on principles of transparency and accountability. It involves those who in the past have been excluded or disadvantaged, and who continue to face barriers:

#### **Principle 7: Society as a whole benefits**

Policies and programmes benefit society as a whole, locally, nationally and internationally, by fostering greater cohesion and greater participation in public life of people of different ability, background, gender or cultural identity.

#### **Future legislation**

We will also welcome the contribution of future equalities legislation to provide equal opportunities for everyone.

### **4. The Sheffield SCITT will achieve its stated aim by:**

#### **4.1 Challenging**

- 1.1. Insults
- 1.2. Racist comments
- 1.3. Stereotyping
- 1.4. Sexist Remarks
- 1.5. Bullying, whether verbal or physical
- 1.6. Comments referring to sexual orientation

#### **4.2 Promoting**

- 1.7. Positive images and role models
- 1.8. A wide range of opportunity for all
- 1.9. The development of the whole person

- 1.10. Positive Action provisions to allow targeted measures that are designed to alleviate disadvantages experienced by, or to meet the particular needs of, trainees with particular protected characteristics

#### **4.3 Providing**

- 1.11. A broad and relevant curriculum for all trainees
- 1.12. A supportive staff development programme for the staff of the Sheffield SCITT and Partner Schools
- 1.13. A caring and sharing environment

#### **4.4 Having in place and implementing policies which support Equality, Diversity and Community Cohesion.**

These include:

Recruitment and Selection Policy

- Anti-Racism Policy
- Anti-Bullying Policy
- Equality Duty Policy
- Reasonable Adjustments Policy
- Attendance, Absence & Deferrals Policy
- Appeals Against Failure Policy
- E-Safety Policy

#### **4.5 Promoting Community Cohesion**

The Education and Inspections Act 2006, places a responsibility on schools to promote community cohesion, locally, nationally and globally. We will do this through:

- promoting a common vision
- a commitment to equality and social justice
- respecting people's different backgrounds
- promoting positive relationships in the Sheffield SCITT and the local neighbourhood.

We recognise that the biggest influence on educational outcomes is social class and that this can also strongly affect community cohesion.

We support programmes to 'narrow the gap' and to draw people together from different social backgrounds.

**Review Date:** July 2018                      **Next Review:** July 2019

**Review Mechanism:** Management Board