**Royal Borough of Windsor and Maidenhead SCITT**

**Equality and Diversity Policy (incorporating the Racial Equality Policy)**

The Royal Borough of Windsor and Maidenhead SCITT (RBWM SCITT) supports the principle of equal opportunities and opposes discrimination on the basis of age, sex, marriage and civil partnership, gender reassignment, race, disability, sexual orientation, religion or belief, pregnancy and maternity and part-time or fixed-term employment (defined as Protected Characteristics).

Being a committed equal opportunities training provider, RBWM SCITT will take every possible step to ensure that trainees are treated equally and fairly. All policies and practices will conform to the principle of equal opportunities in terms of recruitment, selection, training, promotion, career development, discipline, redundancy and dismissal.

RBWM SCITT welcomes the legal changes as set down in the Equality Act 2010 which requires us to eliminate unlawful discrimination and harassment and promote equality of opportunity between men and women. We acknowledge that as providers of education we have an essential role to play in ensuring boys and girls have fair access to all areas of the curriculum.

**Principles**

**At RBWM SCITT we;**

* are committed to actively encouraging, supporting and helping all pupils, trainees and staff to reach their full potential
* value pupils, trainees and staff as individuals and support their personal development, operating a fair recruitment and retention procedure
* provide a climate in which all stakeholders show respect to each other and to all members of the community and promote good relations, recognising and respecting diversity. We foster positive attitudes and relationships, and a shared sense of belonging
* offer teaching and learning styles which enable pupils and trainees to access educational opportunities
* are committed to actively tackling any discrimination which contravenes our Equality policy, working with parents/guardians and the wider community to promote good practice

 **Staff and Trainee Recruitment and Training;**

* all vacancies for RBWM SCITT training places are through DfE Apply, staff roles are advertised to our Partnership Schools and on RBWM website. RBWM SCITT aims to ensure that no applicant receives less favourable treatment because of Protected Characteristics
* all recruitment procedures will be reviewed bi-annually to ensure that individuals are treated on the basis of their relevant merits and abilities
* RBWM SCITT selection criteria are reviewed annually to ensure that they are justifiable on non-discriminatory grounds

**Roles and Responsibilities**

**RBWM SCITT Programme Leader will be responsible for;**

* making sure this policy is readily available
* making sure the policy and its procedures are followed
* making sure all staff know their responsibilities
* taking appropriate action in cases of racial harassment and any form of discrimination

**All trainees are responsible for;**

* promoting an inclusive and collaborative ethos in their classroom
* dealing with any prejudice-related incidents that may occur
* identifying and challenging bias and stereotyping in the curriculum
* supporting pupils in their class who have English as an additional language
* keeping up to date with equalities legislation relevant to their work and taking up training and learning opportunities as appropriate

An Equality Policy can only be shown to be effective if its implementation is properly monitored; - the Equalities Policy is reviewed bi-annually by the SCITT Programme Leader and Strategic Group- all staff and trainees are informed of any changes to the Policy

 If anyone believes that they may have been disadvantaged because of Protected Characteristic, they are encouraged to raise the matter with the SCITT Programme Leader.

Allegations regarding potential breaches of this policy will be treated in confidence and investigated in accordance with the relevant procedure.

Religious Observance - We respect the religious beliefs and practice of all staff, trainees, pupils and parents, and comply with reasonable requests relating to religious observance and practice.

Disability Discrimination- If you are disabled, or become disabled in the course of your training, you are encouraged to tell us about your condition. This is to enable RBWM SCITT to support you as much as possible and to ensure that you are not treated less favourably because of something related to your disability.

**September 2022 (Review date September 2023)**