



# YORKSHIRE WOLDS TEACHER TRAINING

## Equality and Diversity Policy

### Version 1.2

<p><b>Important:</b> This document can only be considered valid when viewed on the YWTT portal. If this document has been printed or saved to another location, you must check that the version number on your copy matches that of the document online.</p> <p><b>Name and Title of Author:</b></p>	<p>Alison Fletcher, Director of Yorkshire Wolds Teacher Training</p>
<p><b>Name of Responsible Committee/Individual:</b></p>	<p>Trust Board</p>
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<p><b>Target Audience:</b></p>	<p>All stakeholders</p>
<p><b>Related Documents:</b></p>	<p>The Equality Act 2010 and schools DfE May 2014 The Education Alliance's Dignity and Respect Policy, Complaints Procedure, Expectations and Code of Conduct and Disciplinary Policy and Procedure. Public Sector Equality Duty 2011</p>

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## **POLICY STATEMENT**

Our **vision** is to develop the next generation of great teachers, ethical school leaders and advocates for the teaching profession who will ensure our schools and young people thrive.

Our **core purpose** is simply to develop great new teachers. We do this by exemplifying excellent practice and through observation, mentoring, coaching, practice, reflection and sharing with peers. We will equip our trainees with a wide range of teaching and learning strategies and support them to motivate and inspire young people.

Yorkshire Wolds Teacher Training is committed to developing its trainees into excellent teachers through a creative, effective and rigorous programme underpinned by supportive and highly experienced teacher educators. Our aim is to create models of outstanding practice across the partnership and to meet the needs of our partner institutions as well as training the school leaders of the future.

Yorkshire Wolds Teacher Training (YWTT) is fully committed to eliminating unlawful and unfair discrimination and values the differences that a diverse workforce brings. YWTT will not discriminate because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation. It will not discriminate because of any other irrelevant factor and will build a culture that values meritocracy, openness, fairness and transparency.

YWTT's Equality and Diversity Policy represents a commitment to a common set of values and objectives. We believe that all people are of equal value and are entitled to equality of opportunity and that our diversity enriches our community. All trainees are responsible for the promotion and advancement of this policy. Behaviour, actions or words that transgress the policy will not be tolerated and will be dealt with in line with YWTT's Disciplinary Policy.

### **1. PURPOSE AND SCOPE**

Equality of opportunity is fundamental to good practice in education, in which fairness of opportunity for all is a basic right. This policy is, therefore, underpinned by the following values, principles and standards:

- equality and social justice
- acknowledging and valuing diversity
- respect for others
- compliance with equality legislation
- elimination of all forms of prejudice and unfair discrimination
- active challenge to stereotypes, prejudiced attitudes and unfair discriminatory behaviour
- commitment to inclusive education which enables and supports all students to develop their full potential
- commitment to the positive development of all staff and governors
- commitment to fair and open recruitment processes
- accountability for compliance with this policy by all members of the Trust, school communities and others engaged in school activities.

The policy is applicable to all trainees. The policy underpins all YWTT policies, procedures and processes. Decisions relating to trainees will be based on business-related criteria only and any irrelevant information will not form part of the process.

The single Public Sector Equality Duty 2011 (PSED) requires public bodies to promote equality. There are three key elements to the PSED:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who don't share it
- Foster good relations across all characteristics, and between people who share a protected characteristic and people who don't share it

YWTT is committed to considering equality implications when developing policies and making decisions.

## 2. ROLES AND RESPONSIBILITIES

The **YWTT Executive Board** is responsible for approving this policy and ensuring it is applied fairly and consistently.

The **Director of Yorkshire Wolds Teacher Training** is responsible for ensuring that all trainees adhere to this policy and that any breaches are managed swiftly, effectively, fairly and consistently.

**All YWTT tutors** must ensure they implement this policy fairly and equitably, seeking guidance, clarification and support as and when required.

All **trainees** must be willing and able to access appropriate learning and development, ensuring their knowledge, skill and expertise is up-to-date and that their statutory and mandatory training needs are met within specified timescales. Trainees are responsible for: promoting equality and diversity, actively responding to any incidents of unfair discrimination related to protected characteristics perpetuated by students, staff or visitors.

## 3. EQUALITY AND DIVERSITY

YWTT is committed to:

- Promoting equality and diversity in its policies, procedures and guidelines, adhering to current legislation eg. the Equality Act 2010.
- Delivering high quality teacher training that meets the diverse needs of its trainee population, ensuring that no individual or group is disadvantaged.

## 4. AIM

The aim of this Equality and Diversity Policy is to:

- develop an ethos which respects and values all people
- actively advance equality of opportunity
- promote good relations amongst people within the YWTT community and the wider communities within which we work
- eliminate all forms of unfair indirect and direct discrimination, bullying, harassment, victimisation or other oppressive behaviour across YWTT
- deliver equality and diversity through our policies, procedures and practice
- make reasonable adjustments and do our utmost, within available resources, to remove barriers which limit or discourage access to school provision and activities
- take effective action to provide encouragement and support to individuals and groups whose progress has been limited by protected characteristics, stereotyping and cultural expectations

- monitor the implementation of equality and diversity within YWTT
- ensure that recruitment and selection procedures and practices within YWTT are open, transparent and merit based, ensuring fair and equal selection criteria is developed and applied

## **5. ELIMINATING DISCRIMINATION**

YWTT is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions. The YWTT Executive Board reviews this as it makes decisions and approves policies and procedures.

Policies include reference to the importance of avoiding discrimination and other prohibited conduct and employees and officers of YWTT are regularly reminded of their responsibilities under the Equality Act, for example during meetings and via training and development.

Trainees receive training on Equality and Diversity part of their YWTT course

## **6. ADVANCING EQUALITY OF OPPORTUNITY**

As set out in the DfE guidance on the Equality Act, YWTT aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people, which are connected to a particular characteristic, they have (e.g. students with disabilities, or gay students who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim students to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all students to be involved in the full range of school societies)

In fulfilling this aspect of the duty, YWTT will:

- Analyse data each academic year showing how trainees with different characteristics have performed to determine strengths and areas for improvement and implement actions in response.

## **7. FOSTERING GOOD RELATIONS**

YWTT aims to foster good relations between those who share a protected characteristic and those who do not share it by promoting tolerance, friendship and understanding of a range of religions and cultures.

## **8. RIGHT OF COMPLAINT**

If an individual feels that any member of YWTT has not treated them in accordance with this policy, they have right of complaint via YWTT's Dignity and Respect Policy and Procedure.

## **9. MONITORING COMPLIANCE WITH AND EFFECTIVENESS OF THE POLICY**

Effectiveness and compliance of this Policy will be monitored on an annual basis.

## **10. REVIEW**

This Policy and Procedure will be reviewed within two years of the date of implementation.

