

Equality & Diversity Policy

No changes needed

Approved on	29th November 2023
Signature of Chair of Trustees	<i>Julie Winyard</i>

Change Record

Date of Change:	Changed By:	Comments:
15.11.23	JPT	P 4. Definition of disability added.
10.7.25	JPT	No change

Essex and Thames Education is committed to providing a fair environment in which everyone is treated with dignity and respect. This means sustaining a culture that is free from discrimination linked to age, caring responsibilities, disability, gender identity or reassignment, marital status (including civil partnership status) pregnancy and maternity, race, religion and belief, sex or sexual orientation, or any combination of these characteristics. Essex and Thames Education takes a proactive approach to promoting equality and is committed to a range of actions intended to create a welcoming and positive environment for all staff, students and stakeholders. These include but are not limited to:

- Maintaining an appropriate infrastructure to develop and implement equality strategies. Involving and consulting staff and students about equality and diversity issues.
- Ensuring that members of staff are aware of Essex and Thames Education's policies and procedures in relation to equality and diversity and their legislative rights and responsibilities through the provision of appropriate training and education.
- Ensuring that all applicants, students, staff and visitors to Essex and Thames Education are treated with respect and dignity and receive fair treatment in all aspects of their applications, employment and learning.
- Ensuring policies and procedures are fairly constructed and applied.

- Ensuring all training programmes address issues of equality and diversity whenever possible.

Our Equality Objectives

- To monitor and ensure the diversity of SCITT committees
- To promote spiritual, moral, social and cultural development through our approaches to training. We aim to meet this objective with particular reference to issues of equality and diversity.
- To reduce prejudice and increase understanding of equality through direct teaching across the ITT curriculum.
- To train teachers and apprentices to move beyond deterministic notions of fixed ability and to model teaching and learning behaviours that avoid labelling.
- To measure and address any significant differences in trainee satisfaction across the protected characteristics.
- To eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010.
- To act upon annual equality data analysis, taking steps to narrow the gap between the attainment of different trainee groups.
- To tackle prejudice and promote understanding in relation to people with disabilities.

Essex and Thames Education will take active steps to promote good practice. In particular it will:

1. Work towards the elimination of unlawful discrimination, harassment, and victimization based on a protected characteristic, whether actual, perceptive, or associative;
2. Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it;
3. Foster good relations between persons who share a protected characteristic and persons who do not share it;
4. Subject its policies to continuous assessment in order to examine how they affect protected groups and to identify whether its policies help to achieve equality of opportunity for all these groups, or whether they have an adverse impact;

5. Monitor the recruitment and progress of all trainees or apprentices and staff, collecting and collating equalities information and data as required by law or for the furtherance of SCITT equalities objectives;
6. Promote an inclusive culture, good practice in teaching, learning, and assessment, and good management practice, through the development of codes of conduct, policies, and training;
7. Take positive action wherever possible to support this policy and its aims;
8. Publish this policy widely amongst staff and trainees or apprentices, together with policy assessments, equality analysis and results of monitoring.

The Equal Opportunities Policy will be enacted through Essex and Thames Education's policies, practice and improvement plans. Essex and Thames Education will fulfill its statutory obligations in relation to equalities legislation by considering;

- Governance and Policy Development, including relevant committees, compliance, equal pay, assessing the impact of policies and practices and reporting;
- Developing and Implementing Best Practice;
- Inclusive Practice for trainees or apprentices and Staff;
- Promotion of Equality and Diversity, including relevant diversity events, training, and guidance;
- Data and Information Provision, including appropriate monitoring and compliance reporting.

Progress against actions and objectives will be reported to the quality assurance committee on a termly basis.

Essex and Thames Education will meet all statutory obligations under relevant legislation and, where appropriate, anticipate future legal requirements. This will be informed by:

- The Equality Act (2010) and associated secondary legislation.
- Criminal Justice and Immigration Act (2008).
- The Racial and Religious Hatred Act (2006).
- The Civil Partnership Act (2004).
- The Gender Recognition Act (2004).
- Criminal Justice Act (2003).

- The Human Rights Act (1998).
- The Protection from Harassment Act (1997).
- Special Education Needs and Disability Act (2001)*.
- Prevent Strategy (2011).

In addition, this will be informed by the Codes of Practice or Guidance issued by the Equality and Human Rights Commission and other relevant bodies. These Codes are not legally binding (though they are admissible as evidence in Employment Tribunals) and Essex and Thames Education supports them fully.

Essex and Thames Education carries out an annual audit (using the CSIE audit tool) which reviews and evaluates the effectiveness of its arrangements for Special Consideration and Reasonable Adjustments, taking account of its own data and monitoring, Ofqual requirements and any other relevant guidance (for example from the Equality and Human Rights Commission) or case law. Included in the audit are a set of recommendations and timescales.

Prayer and respecting religious diversity

ETE respects the rights of individuals to worship as they see fit. Whenever possible private spaces will be made available for prayer on request.

*Disability is defined [here](#).