

### **Poole SCITT & TEACH Trust equality principles:**

In fulfilling the legal obligations and establishing our school ethos, we are guided by the following principles:

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

**Principle 2:** We recognise, respect and celebrate difference.

**Principle 3:** We foster positive attitudes and relationships and a shared sense of cohesion and belonging.

**Principle 4:** We observe good equalities practice in staff recruitment, SCITT recruitment, retention and development.

**Principle 5:** We aim to reduce and remove inequalities and barriers that already exist.

**Principle 6:** We consult and involve widely.

**Principle 7:** We address prejudice and prejudice related bullying.

**Principle 8:** Society as a whole should benefit.

Poole SCITT is committed to equality, diversity and inclusion in its recruitment, selection and provision of training and employment in line with the Equality Act 2010. It expects that all staff and trainees will contribute to and actively support Poole SCITT in working towards the elimination of discrimination and the promotion of equality, diversity and inclusion in terms of the programme of training, employment opportunities and support for trainees and staff welfare and good working relations. We aim to be an inclusive SCITT which welcomes and treats both staff and trainees fairly and equally. We aim for a SCITT community that is representative of the educational communities we serve in our partnership of schools.

We welcome and value diversity of origin, background and experience amongst staff and trainees as enriching the experience of all those who participate in the life and work of Poole SCITT. We understand the need to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

Protected characteristics under the act include:

The TEACH Trust schools and SCITT are opposed to all forms of prejudice that could act as a barrier to achieving our legal duties and a cohesive community. These include:

- **sex,**
- **race,**
- **disability,**
- **religion or belief**
- **sexual orientation**
- **gender reassignment,**
- **pregnancy or maternity**
- **marriage or civil partnership**
- **age (gender)**
- **SEN**
- **vulnerable or otherwise disadvantaged**
- **traveller, migrant, refugees and people seeking asylum**
- **EAL**

All TEACH Trust schools and SCITT will take steps to advance equality of opportunity, foster good relations and eliminate discrimination or harassment across all the protected characteristics within the school community.

Poole SCITT is committed to providing an environment that enables full ITT course access that values and includes all SCITT trainees, staff and prospective trainees regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to taking positive action in the spirit of the Equality Act 2010 with regard to equality of opportunity and to developing a culture of inclusion, support and awareness within the SCITT.

#### Policies to support our ethos:

- Poole SCITT Equal opportunity guidelines for recruitment & selection of trainees
- Poole SCITT Admissions policy
- Poole SCITT Fitness to teach & inclusion policy
- TEACH Trust Equality policy
- TEACH Trust Accessibility Plan
- Poole SCITT Accessibility Plan
- Poole SCITT Partnership Agreement
- ITT Criteria compliance document