



Gloucestershire Initial Teacher Education Partnership

Diversity, Equality and Inclusion Policy



Table of Contents

DIVERSITY, EQUALITY AND INCLUSION POLICY	3
Legal Requirements.....	3
Scope and Principles	3
Discrimination	5
Direct discrimination.....	5
Indirect discrimination.....	5
Harassment.....	5
Victimisation	5
Recruitment and selection	6
Promotion of equality, diversity and inclusion.....	6
Through the curriculum	6
Through our partnership.....	7
Through our programme	8
Breaches of the policy.....	8
Discrimination against trainees or staff members	8
Discrimination by trainees or staff members.....	8
Discrimination within the partnership.....	9
Monitoring.....	9
Links to other policies	9
Document history	10



Diversity, Equality and Inclusion Policy

Definition: GITEP staff refers to the Course Director, Course Administrator, Finance Manager, Lead Mentors and Subject Leads.

Legal Requirements

GITEP recognises and welcomes their duties under the Equality Act 2010 and their requirement to have due regard to the need to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations between different people when carrying out their activities

GITEP understands the need to ensure those with protected characteristics are not discriminated against and given equality of opportunity. The act recognises the following protected characteristics:

- Age
- Gender reassignment
- Being married or in a civil partnership
- Being pregnant or on maternity leave
- Disability
- Race including colour, nationality, ethnic or national origin
- Religion or belief
- Sex
- Sexual orientation

In addition, GITEP works to ensure those with Special Educational Needs, physical or mental health needs not covered in the list of Protected Characteristics are also given equality of opportunity. See the Trainee Support Policy.

Scope and Principles

The Course Director leads on diversity, equality and inclusion.

GITEP is committed to diversity, equality and inclusion and acknowledges that embracing and valuing diversity is fundamental to securing equality of opportunity for all. GITEP also wants to create a positive ethos where issues of racism, stereotyping and discrimination can be discussed openly, with a shared commitment



to challenging and preventing these issues and to encourage good relations between people of different groups. Therefore, firm action will be taken to redress inequality and eliminate all forms of discrimination.



All GITEP staff, trainees and partners have a duty to support the implementation of this policy and treat one another with dignity and respect at all times. All trainees and members of staff should ensure they promote and monitor compliance with the relevant diversity, equality and inclusion policies and procedures. GITEP will take all reasonable steps to ensure trainees' training environment in partnership schools is in line with this policy.

The principles of non-discrimination and equality of opportunity also apply to how GITEP trainees treat pupils, parents, visitors and staff members.

Discrimination

Discrimination may be direct or indirect and it may occur intentionally or unintentionally. The following forms of discrimination are prohibited under this policy and are unlawful:

Direct discrimination

This occurs where someone is treated less favourably because of one or more Protected Characteristics. For example, rejecting an applicant on the grounds of their race or because of their sexual orientation.

Indirect discrimination

This occurs where a provision, criterion or practice applies to everyone but adversely affects people with a particular Protected Characteristic, more than others, and is not justified. For example, a requirement to work full time rather than part-time would adversely affect women because they generally have greater childcare commitments than men. Such a requirement would be discriminatory unless it can be objectively justified.

Harassment

Harassment related to any of the Protected Characteristics is prohibited. Harassment is unwanted conduct that has the purpose or effect of violating someone's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. Harassment is dealt with further in the GITEP Anti-Harassment and Bullying Policy.

Victimisation

This is also prohibited. This includes less favourable treatment of, or retaliation against, someone who has complained or supported someone else's complaint about discrimination or harassment.



Recruitment and selection

Recruitment is conducted on the basis of merit against objective criteria to avoid discrimination. Processes are in place to ensure all candidates are assessed against the same criteria. Candidates with disabilities will be offered facilities at interviews to enable them to demonstrate the suitability for the programme.

Promotion of equality, diversity and inclusion

Through the curriculum

The GITEP curriculum has five pillars:

- Partnership and community
- Evidence-informed and reflective practice
- Well-being and support
- Subject knowledge and expertise
- Pupil progress and outcomes

Diversity, equality and inclusion are supported throughout all five pillars, with community, well-being and support having a particular emphasis on supporting trainees and preparing them to support pupils and colleagues in turn.

Centre based professional studies

Our programme includes:

- An introduction to our local context
- Safeguarding training
- Diversity, equality and inclusion in schools
- Special educational needs and disabilities
- Mental health in schools
- Trainee wellbeing
- One day DEI conference
- The Pupil Premium and tackling disadvantage
- Supporting pupils with SEND
- Supporting pupils with EAL
- Mental Health First Aid training



- Inclusion for LGBTQ+ pupils
- PSHE education
- Critical pedagogy
- Decolonising the curriculum
- Supporting struggling readers
- Opportunities to visit other providers including Special Schools and Alternative Provision Schools

School based professional studies

These sessions are designed to support centre based training and bring in school context. In the first Parent Placement these sessions include pastoral provision, wellbeing, and disadvantage. In the Twin Placement sessions include inclusion for students with SEND, adaptive teaching, critical reflection and developing literacy and language. In the second Parent Placement sessions include wellbeing, working with support staff, PSHE, oracy and articulacy, bullying, transitions and the wider life of the school.

In addition, trainees have an induction visit before each school placement in which they learn about school policies and procedures for safeguarding, SEND provision, diversity, equality and inclusion. Trainees are required to complete an induction task which is monitored centrally to ensure they have access to this information.

Subject pathway sessions

Training on diversity, equality and inclusion are woven into subject pathway sessions across the year and consider how we ensure all pupils can access education and make progress and subject specific issues that may arise around diversity, equality and inclusion. The individual subject roadmaps set out each curriculum.

Through our partnership

We work with our partnership schools to:

- Promote and celebrate diversity in the teaching workforce
- Promote a culture of respect, trust, and openness
- Create a safe space for all trainee teachers
- Model inclusive behaviours
- Recognise and address conscious and unconscious bias
- Educate ourselves and develop our understanding of the barriers that may face some trainee teachers because of their identities and characteristics



Through our programme

- Working closely with organisations such as Diverse Educators to develop our understanding of potential barriers some trainees may face and how to work to remove them
- Offering a flexible part-time route for all subjects
- Providing an access fund to give some financial support for trainees without bursaries or scholarships
- Offering access for trainees to apply for a University of Bristol 'Black Bristol PGCE Scholarship'
- Facilitating DEI training opportunities for the GITEP SCITT leadership team and ITT colleagues in schools
- Undertaking monitoring so that we can understand and celebrate the diversity of our trainee cohorts each year and provide targeted support
- Providing a range of support for trainee mental health and wellbeing
- Using Personal Support Plans for additional support or reasonable adjustments
- Having structures in place so that trainees can disclose concerns, feel listened to without judgement, and so that appropriate actions can be identified to address any concerns
- Seeking regular feedback from trainees about their training experiences

Breaches of the policy

Discrimination against trainees or staff members

If any trainee or member of GITEP staff believes they have been unlawfully discriminated against they are encouraged to raise the matter through the Harassment and Bullying Policy or Complaints and Grievance Policy, as appropriate. If a trainee or staff member is uncertain which applies or need advice on how to proceed, they should speak to the Course Director. Any complaints will be treated in confidence and investigated as appropriate. Anyone making an allegation in good faith will not be victimised or treated less favourably as a result. False allegations found to have been made in bad faith will result in disciplinary action.

Discrimination by trainees or staff members

Any trainee or staff member found to have committed an act of unlawful discrimination or harassment will be subject to disciplinary action.



Discrimination within the partnership

If any trainee or staff member believes they have witnessed unlawful discrimination or harassment within any partnership school, they are encouraged to raise their concern through the school's policy. All trainees should be made aware of such policies during their placement induction days but should refer to the Professional Lead in their school if uncertain how to raise their concerns.

Partnership schools should inform GITEP course leaders of any disclosures or concerns relating to discrimination, harassment or victimisation.

GITEP course leaders will advise partnership schools of any disclosures or concerns relating to discrimination, harassment or victimisation.

Monitoring

In order to ensure equality of treatment and opportunity for all trainees and applicants to the programme, and to measure the impact of this policy, GITEP will track the following:

- Application rates through DfE Manage reports
- Selection rates
- Retention rates
- Achievement
- Access to learning resources
- Disciplinary action
- Complaints by students and staff

This information is used to identify where GITEP can reduce inequalities or take positive action to promote the inclusion of protected groups.

Links to other policies

Complaints and Grievance Policy
Harassment and Bullying Policy
Recruitment and Selection of Trainees Policy
Trainee Support Policy



Document history

Review Date	Significant Amendments	Made by	Approved by	Approval Date	Next review
Created: June 2023		KLF	Partnership Board		June 2026