

## **EQUAL OPPORTUNITIES POLICY**

### **RATIONALE**

1. To meet current legislation on equal opportunities and to make explicit the College's commitment to equality of opportunity and its recognition that before God we are all equal, the Carmel Teacher Training Partnership (CTTP) does not discriminate against, or in favour of, applicants, trainees, staff or pupils on any grounds.
2. In compliance with legislation, commitment to the ECM agenda and in accordance with
3. This Policy, which applies to pupils and staff and trainees, follows closely the guidance set out in the following documents:
  - the Race Relations [Amendment] Act 2000
  - the Disability Discrimination Act (DDA) 1995 and 2005
  - the Sex Discrimination Acts (SDA) 1975 and 2006
  - the Age Discrimination Act 2006
  - Statutory Instrument (2003) No. 1661; The Employment Equality (Sexual Orientation) Regulations 2003, and
  - Statutory Instrument (2003) No. 1660; The Employment Equality (Religion or Belief) Regulations 2003
4. The CTTP Management Board and Steering Committee will annually examine the impact and implementation of this Policy and any new legislation which may affect it.

*N.B. The Policy makes reference to other DRB Policy documents which contain greater detail about specific provision.*

### **EQUAL OPPORTUNITIES FOR PUPILS**

#### **The Curriculum**

Facilities for education are provided by each partnership school without discrimination. The curriculum offered by each school is designed to be broad, balanced, stimulating and challenging and to fulfil the statutory requirements of the National Curriculum at KS3 and KS4.

Each Training Department/ school will ensure that the delivery of the subject training involves treating pupils fairly and lawfully and that the facilities within each department are without prejudice to the education of each pupil. The curriculum and facilities within each department will take full account of the background and aptitude of each pupil where reasonably possible and within the confines of the law.

## **Special Education Needs**

Special Education Provision at CTPP is detailed in the Special Educational Policy Document from each partnership school.

### **EQUAL OPPORTUNITIES FOR TRAINEES**

The CTPP encourages applications from all well qualified and well experienced people regardless of their background. CTPP adheres to safe recruiting best practice to treat all applications with equity.

Training places are offered on the suitability of the trainee's qualifications and experience with the available training schools and training departments and irrespective of trainee personal circumstances.

CTPP is an equal opportunities organisation and accordingly the training provides opportunities to all its Trainees equally.

Where reasonable adjustments can be made facilities and procedures will be adapted to suit the trainees needs.

All partnership schools hold the responsibility of ensuring adequate training for all employees regarding equal opportunities.

Each school within the partnership requires all employees to accept their personal responsibility for the practical application of this Policy.

A grievance procedure is in place for any employee who feels they may have been discriminated against on the basis of any one of the above criteria. Contact the head teacher within the employing school for further details.

Equality in this policy refers to:

Equality of opportunity for all people no matter their Disability, Sex, Gender, Religion, Belief or Age

## **Equality Scheme**

CTTP has a single equality scheme that includes all areas of equality covered by our remit. As well as disability, gender and race, our single equality scheme therefore also covers age, religion or belief and sexual orientation. We believe we should aim to apply the same high standards to everything that we do.

### **Promotion of the Partnership:**

CTTP will aim to promote the GTP programme offered to all people within the geographical area. Materials for promotion will be audited for compliance with equality law but also aim to promote a positive approach to inclusion.

### **Selection and recruitment:**

All applicants will be treated equally. Applicants will be judged against the same criteria and these criteria will be audited for equality purposes.

Common selection procedures will be carried out throughout the partnership and be applied to all applicants.

### **Access to training:**

We are committed to providing training in facilities that fulfil DDR regulations and access to all offices and training rooms fully meet recommendations. CTTP is committed to make reasonable adjustments and will consult with Trainers, Applicants and Trainees to meet their needs.

### **Training:**

All CTTP staff and trainers from partnership schools will be provided training on equality of access to our GTP programme, in particular recruitment, training facilities and access to information.

### **Assessment:**

All trainees will be assessed with equity and judgements made solely on the basis of their evidence against the QTS standards. Where trainees have special needs restricting their access to assessment the partnership will provide where appropriate suitable facilities, aids to communication and/or additional support.

### **Communication:**

All partnership communication whether digital or on paper will be made available upon request for those applicants / trainees in a more suitable media.

### **Recording and Reporting**

At termly meetings the CTTP partnership shall maintain a log of Equality Incidents (including racial incidents). Where reports are made of Equality Incidence the Partnership director shall instigate an investigation and report to the management board any findings.

The Director will inform the Management Board of applications broken down by Race, gender, disability to inform further action plans in promoting equality.