

### **The Commitment**

The Kent and Medway Training SCITT and GTP are committed to promoting diversity and practicing equality of opportunity. We aim to create a culture and environment where trainees and staff are treated equally regardless of race, ethnic origin, nationality, gender, disability, age, religion, sexual orientation, marital or parental status, political belief or social/ economic group.

We want to build an institution that is truly inclusive; that understands, appreciates and values the diversity of each individual and incorporates measures that make people feel valued and able to participate and achieve their full potential.

Our diversity is our strength. We are committed to tackling discrimination and promoting equality of opportunity and good race relations.

### **Implementation**

This policy covers all areas of staff and student life.

It ensures that the provisions of all equalities legislation are met in full, in particular the Race Relations Amendment Act 2000 and the Disability Discrimination Act; Special Educational Needs and Disability Act October 2002. The policy is also mindful of future legislation, which will have an impact on the organisation, namely the "Framework" Equal Treatment Directive, Disability Act 2004, Sex Discrimination Amendment Act 2005 and the Age legislation forecast for 2006. The policy ensures firm action is taken to redress inequality wherever possible.

### **Evidence Base Trainees**

Enrolment figures - percentage of enrolments against TDA allocation to include analysis of profile by age, gender, disability and ethnic background, plus an analysis of rejected applicants.

Quality of degree - Percentage of higher grade

Completion rates - Percentage achieving PGCE/QTS

Success rate - Percentage achieving each grade

Progression rates - Percentage of trainees securing employment on completion of PGCE/QTS

Percentage of trainees gaining employment within the consortium

Comparative analysis at end of course with judgments made at interview

### **Evidence Base Staff**

Record of KMT staff (including KMT Admin., Lead Mentors, Professional Tutors, Mentors, Providers) to show age, gender, disability and race.

### **Race (see also KMT Race Equality Policy)**

- Kent and Medway Training recognises its general duty under the Race Relations Amendment Act [RRAA] to promote race equality. In carrying out our functions, we will have due regard to eliminating unlawful discrimination and promoting good race relations between persons of different racial groups.
- We will create a positive, inclusive atmosphere, based on respect for people's differences, and we will show commitment to challenging and preventing racism and discrimination.
- We will take specific and proactive action to tackle any differences between racial groups in the treatment/success of the following: For staff - differences in recruitment/selection, promotion/progression and retention. For trainees - differences in recruitment/admissions, achievement levels/progress and assessment. For all groups - differences in the use of disciplinary measures against them.
- We will aim to make our workforce more representative of the communities we serve, by seeking to increase the number of minority ethnic staff working with KMT.
- We will make full use of the skills and knowledge of people from different groups (for example, in the classroom, in staff training, in mentoring or as members of governing bodies).
- We will assess the impact of policies, practices and procedures on students and staff from different racial groups.

### **Gender**

Kent and Medway Training will take proactive action to improve the gender balance within under represented areas at relevant levels in the organisation. We will continue to monitor and implement schemes to ensure suitability for assessing equal pay for work of equal value. We will maintain and extend flexible work practices and support to help individuals achieve an appropriate balance between work and their lives outside work.

## **Disability**

The term 'disabilities' covers a wide range of conditions including physical and mobility difficulties, deafness and hearing impairment, blindness and partial sight, specific learning difficulties including dyslexia, medical conditions and mental health problems. Some disabilities may be long-term, others may be temporary.

Kent and Medway Training offer a supportive environment for any employee/trainee with a disability. Specifically:

- We are committed to taking positive action to welcome persons with disabilities and to enable them to reach their full potential.
- In all policies, procedures and activities, including strategic planning and resource allocation, consideration will be given to the means of enabling disabled students' participation in all aspects of the academic and social life of the institution.
- We will meet our statutory requirements under the DDA not to discriminate against persons with a disability either in the process of recruitment or whilst employed/ studying at Kent and Medway Training.
- We will give clear information and advice about the practical issues, which may be encountered by an individual in their chosen programme of study/post.

## **Harassment**

Harassment is defined as unwanted behaviour (verbal or physical) that may be personally humiliating, offensive, abusive or intimidating. Harassment can occur in areas of race, ethnic origin, nationality, sex, sexuality, religious or political convictions, age and disabilities. It can also involve bullying linked to inequalities of status and position; gender and sexuality; race and ethnicity.

Kent and Medway Training aims to achieve a culture which is free from harassment and to foster this by:

- Staff and trainees challenging all forms of harassment.
- Incidents being dealt with quickly and effectively.
- Individuals having the confidence and support to bring complaints without fear of ridicule or reprisal.
- Individuals taking personal responsibility to ensure that the dignity of staff and trainees is not abused or demeaned.

## **Widening Participation Strategy**

Kent and Medway Training is keen to widen participation. We will:

- Establish clear routes into KMT for groups which have been identified as under-represented groups in Higher Education and ensure that the appropriate mechanisms are in place to support non-traditional trainees.
- Increase our profile in the region and nationally.

- Respond positively to the national widening participation initiatives.

### **Monitoring**

#### Trainees

Monitoring data will help Kent and Medway Training to identify differences between groups of trainees in terms of: non-completion rates; student progression and achievement; assessment; access to learning resources; support and guidance; and curricular and other opportunities, in order that issues arising can be addressed.

#### Staff

Monitoring data in relation to age, gender, disability and race will help Kent and Medway Training to identify that KMT and consortium schools have given staff equality of opportunity to be involved in ITT.

### **Responsibility / Accountability**

The Management Board of Kent and Medway Training have responsibility for overseeing the development and implementation of diversity and equal opportunities policies. All activities of Kent and Medway Training fall under the scope of this policy.

Each member of staff and each trainee have responsibility to support the implementation of this policy. Staff and trainees report discrimination in the first instance to the Course Director or GTP Training Manager (or in the case of discrimination by that member of staff, their line manager) that will include it within their annual reports. Kent and Medway Training's grievance policy for staff and trainees will be used if necessary to ensure that the 'policy' is followed.

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This policy has been updated and agreed by the QA Committee March 2008 and ratified by the Management Board on 29<sup>th</sup> April 2008.

Chair of Management Board signature....