

Providers of ITE in Nottingham and Nottinghamshire

A diverse group of approximately 15 people of various ages and ethnicities, smiling and looking towards the camera. They are arranged in a cluster, with some in the foreground and others slightly behind. The background is plain white.

Equality and Diversity pledge

Promoting and celebrating a diverse teacher workforce

INTRODUCTION

As a group of ITE providers in Nottingham and Nottinghamshire, we are working together to try to optimise the teacher training experience for all beginning teachers and ensure they are protected from discrimination, harassment or victimisation due to protected characteristics.

We acknowledge that inequalities are a significant issue within our education system. The teacher workforce needs to more closely represent the diversity of the UK population if all young people in schools are to feel valued, heard and represented by their teachers.

Aims:

- To promote and celebrate a diverse and inclusive teacher workforce
- To continually educate ourselves and promote the education of others
- To avoid deficit models where solutions are aimed at changing individuals
- To provide safe spaces for beginning teachers to share and discuss experiences
- To provide spaces for us to hear all voices and use this to develop our curricula and approaches and affect change

CORE PRINCIPLES

Signatories of the pledge will work towards achieving our aims by committing to the following core principles:

1. To work collaboratively to bring about change

2. To implement the pledge to improve our individual institution's ITE provision

1. To work collaboratively to bring about change

Through regular network meetings we will:

- educate ourselves and develop our understanding of the barriers that may face beginning teachers due to their characteristics;
- share best practice to enable us to evaluate and develop our own curricula, policies and practices;
- develop and trial initiatives at a regional level that enable beginning teachers to access wider networks of support;
- develop and trial initiatives at a regional level that support the recruitment of a more diverse teacher workforce.

2. To implement the pledge to improve our individual institution's ITE provision

As individual institutions we commit to:

- modelling inclusive behaviours and recognising, and acknowledging, our own biases;
- promoting a culture of respect, trust and openness in our own institutions and across our partnerships;
- respecting the views and needs of others without questioning them;
- recognising that protected characteristics are not homogeneous and all individuals have multiple identities that intersect;
- avoiding deficit models where solutions are aimed at changing individuals;
- providing safe spaces for beginning teachers to share and discuss experiences;
- providing spaces for us to hear all voices and use this to develop our curricula and approaches and affect change.

Our promise to our beginning teachers

If a beginning teacher experiences discrimination, harassment or victimisation we want them to feel able to share this as soon as possible so that we can act to support them. To enable this to happen we promise that, as an ITE provider, we will:

- ensure they have more than one option of a person to talk to so they can choose the person that they feel most comfortable disclosing to;
- discuss with them any safeguarding implications of disclosing information;
- listen to them without judgement and believe that what they are sharing is important;
- not expect them to have to explain why they see a situation as problematic – if it distresses them then that is what we need to know;
- keep separate their disclosure from conversations about their progress on the course and assessment processes;
- identify with them appropriate actions to take to address their concerns;
- work with them to ensure that they feel supported and able to continue to progress and flourish as a beginning teacher.

Get involved

By signing up to the Equality and Diversity Pledge you will be able to:

- join our network of providers, share good practice and listen to authentic voices who will support us to bring about change;
- use the pledge to promote, celebrate and develop your ITE provision.

To sign up to the pledge, or for more information contact stefanie.sullivan@nottingham.ac.uk