

Providers of ITE in Nottingham and Nottinghamshire Equality and Diversity Pledge

University of Nottingham ITE enactment of the pledge

Our commitment to equality and diversity

In line with the Faculty of Social Science's [Commitment to Equality and Diversity](#), we are working hard as a partnership to ensure all our beginning teachers feel welcome and they belong to our ITE community, and that they are supported to be successful in their journey to becoming a teacher. As outlined in our [Partnership Ethos and Aims](#), we are committed to educating teachers from diverse backgrounds and working with schools who serve diverse communities. We aim to support our beginning teachers to develop their professional identity and confidence as active members of the teaching community and to feel confident to promote social justice through their teaching, and by engaging with the life of a school and its wider community.

We recognise that inequalities are a significant issue within our education system and one of our ongoing development priorities is to continually educate ourselves about inclusion and diversity and promote the education of others.

We are fully committed to all aspects of the Nottingham and Nottinghamshire ITE provider's pledge and hope you see the aims and promises of the pledge visible in the ways we work with you over the coming year. Below is additional information about what we are doing to enact the pledge:

Networks for beginning teachers

We have worked with other providers to organise two regional networks, one for BAME and one for LGBTQ beginning teachers.

Each group will meet regularly through the year offering you the opportunity to:

- connect with other beginning teachers with similar backgrounds and identities;
- share experiences and discuss issues important to you;
- explore topics about teaching and learning from your cultural perspective;
- work with a range of practising teachers and educators who will support you to see yourself as a substantive part of the education workforce.

We also run the following groups of University of Nottingham beginning teachers:

- Carers
- Internationally educated
- Career changers
- Neurodiverse beginning teachers
- Beginning teachers with mental health difficulties

Each group is facilitated by ITE tutors and meet regularly though the year. The groups offer you an opportunity to:

- connect with other beginning teachers with similar backgrounds and identities;
- share experiences and discuss issues important to you;
- hear from authentic educators who have experience of issues that you might be facing as a teacher and can offer practical advice and guidance.

What to do if you have a concern

We are committed to the promises within the pledge but also ensure we follow the University's [Policy on Harassment, Bullying and Victimisation](#)

If you experience discrimination, harassment or victimisation we want you to feel able to share this as soon as possible so that we can act to support you.

We want to ensure you feel comfortable if you wish to raise a concern. There are, therefore, a number of options of people you can talk to:

- your personal tutor
- your course leader
- Paula Hancock, Partnership Manager
- Stef Sullivan, Director of ITE
- The University's [Support and Wellbeing team](#)