

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, that 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

The purpose of the network groups is for students who share similar characteristics and life experiences to have an opportunity to:

- meet informally with other beginning teachers with similar backgrounds and/or identities
- share experiences, celebrate achievements and discuss important issues in a safe space
- explore resources and readings that might be helpful for the group
- provide each other with peer support

Each group will meet regularly throughout the year, with tutors providing a point of contact and guidance as needed. We currently run groups for the following minority groups:

- internationally educated students
- care givers
- career changers
- neurodivergent students
- students with mental health challenges
- Black and Global Majority students
- LGBTQ+ students

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, Professional Practice and Partnership Lead
- Helen Bowhay, Director of ITE
- The University's [Support and Wellbeing team](#)