



## Equal Opportunities

### The University of East Anglia Equal Opportunities Policy

#### Statement of Policy

#### Introduction

<https://www.uea.ac.uk/ltgo/studentexperience/equalopps/Statement+of+Policy>

The University's Mission Statement is:

*UEA Norwich is a premier research and teaching university. We are dedicated to the advancement of learning and the increase of knowledge, both to satisfy the aspirations of individuals and to contribute to economic, social and cultural progress at regional, national and international levels.*

As a reflection of its mission the University is a large, international and multicultural community which values and encourages diversity.

#### Statement of Policy

The governing body of the University, the University's Council, has agreed the following statement of policy in relation to equal opportunities for students and potential students:

- 1) The University is a major employer, and provider of education and other services. Through its policies and practices the University is committed to equality of opportunity and fair treatment for all its students and staff and for potential members of its student and staff community and for other users of its services.
- 2) The University aims to create an atmosphere of learning that is tolerant and respectful of differences and encourages all members of the University to value diversity. The University of East Anglia endeavours to ensure that no student or applicant for study will receive less favourable treatment on the grounds of sex, marital status, race, colour, ethnic origin, sexual orientation, disability, political or religious belief or any other criterion accepted as irrelevant by the University's Council. It will seek to ensure fair treatment for all students in access to learning opportunities, teaching, assessment and support and welfare services.
- 3) The University recognises that as a public body it has a particular responsibility to promote race equality. The University as an employer and education and service provider is committed to the elimination of unlawful racial discrimination and the promotion of good relations between people of different racial groups. It will monitor and review the impact of its policies and procedures on race equality and will take steps to ensure that all members of the University community are aware of their responsibilities under the University's Codes of Practice on the Promotion of Race Equality.
- 4) The University will make reasonable adjustments to facilitate access to the full range of its educational provision, facilities and other services. Wherever possible the University will ensure that students and applicants who have disabilities, or who become disabled, will not receive less favourable treatment for a reason related to their disability.

**The following UEA web page gives further details regarding the University's equal opportunity policy:**

**<http://www.uea.ac.uk/dos/Equal+Opps>**

Disability Equality Scheme  
Equal Opportunities for Students  
Promotion of Race Equality for Staff: Code of Practice  
Guidelines for Students on Dealing with harassment  
Gender Equality Scheme

## **UNIVERSITY OF EAST ANGLIA PGCE (M) PARTNERSHIP**

### **Equal Opportunities and the QTS Standards for Teachers**

**The ability and commitment to promote equality of opportunity for all the pupils in your care is an integral part of the QTS Standards for Teachers (see for instance, Standards Q1, Q10, Q18, Q19, Q20, Q21, Q22). Students should be aware that equality of opportunity is a complex and multi-faceted agenda and one which affects many aspects of the work of teachers and schools.**

# **PRIMARY AND SECONDARY PGCE (M) EQUALITIES POLICY**

The School of Education and its partner schools are committed to initial teacher education which contributes to:

- a diverse and vibrant teaching profession in which teachers from all backgrounds are valued for what they bring;
- increased mutual understanding and respect for cultural diversity;
- challenging and changing discriminatory attitudes, assumptions and behaviour.

From these three principles, the School of Education and its partners derive three strands which identify the responsibilities and rights of teachers, teacher educators and student teachers.

## **Strand 1: Teacher Education and a Diverse Vibrant Teaching Profession**

We actively promote the development of a teaching profession which is culturally diverse and reflects the rich diversity of contemporary society. We accept our responsibility to contribute to changing the profession to reflect contemporary society.

We commit ourselves to ensuring that:

- in application, admissions, training and assessment UEA student teachers are treated equally, with respect and with dignity;
- no student is discriminated against on the grounds of disability, race, ethnic origin, gender, gender transition, age, sexuality, religion or belief;
- all of those who are able to teach are given opportunities to demonstrate their capacity to do so; in particular we will interview all candidates who declare a disability who also meet our minimum threshold admissions criteria;
- university and school staff across the partnership are aware of and actively discharge their responsibility to promote equal opportunities for all;
- we will take firm action in response to occasions and instances of unequal treatment;
- we will monitor our practice and disseminate advice and guidance on the successful promotion of equality.

## **Strand 2: Teacher Education, Cultural Diversity and Mutual Understanding**

Schools and their workforce have a responsibility to raise aspiration and achievement for all, to combat discriminatory ideas and to prepare young people for life in a multi-cultural, multi-lingual and multi-faith world. We recognise that we face some challenges in preparing new teachers to contribute to these responsibilities given our geographical location.

We commit ourselves to ensuring that:

- our student teachers plan and teach in ways which acknowledge, respect and celebrate cultural diversity;
- our student teachers teach in ways which seek to raise the achievement of all pupils, promote inclusive practices and develop/adopt inclusive curricula;
- our student teachers foster a positive and safe learning environment for all learners, free from ridicule and fear;
- we will actively monitor students' preparedness to teach in ways which promote a more just society;
- students who are placed in a largely mono-cultural setting are nonetheless able to play a part in building understandings of cultural diversity.

### **Strand 3: Teacher Education, Discrimination and Prejudice**

We recognise that the University and schools have moral as well as legal obligations to challenge discrimination and prejudice. We understand that schools and teachers operate in a society which is deeply unequal and in which prejudice and discrimination are deeply embedded.

We commit ourselves to ensuring that:

- our student teachers are helped to challenge racism, sexism, homophobia and all forms of prejudice, bias, discrimination and bullying;
- as teacher educators and teachers, we will actively combat racism, sexism, homophobia and all forms of prejudice, bias, discrimination and bullying;
- we will make reasonable adjustments to ensure that student teachers are able to access a full range of enriching training opportunities;
- we will investigate and take action against discriminatory practices which are experienced or perpetrated by any member of the partnership whether teacher, trainer or student.

We will actively seek to identify, celebrate and disseminate success in contributing to equality through teacher education. Any participant in the partnership - tutor, mentor or student – who experiences or observes actions which contravene our commitments here has a responsibility to report these to either their Link Teacher, Curriculum Tutor, Link Tutor or the Secondary Course Director so that appropriate action can be taken.

### **The Legal Framework**

All staff and students within the University and members of those bodies with whom it works are bound by the policies detailed above. These policies reflect the commitment of the University of East Anglia to equality of opportunity, staff and students should be aware that in addition to specific institutional policy guidelines the following equality legislation must also be followed:

- The Equality Act 2006
- The Race Relations Amendment Act 2000
- Disability Discrimination Act 2005
- Prevention from Harassment Act 1997
- Human Rights Act 1998