

Diversity, Equity and Inclusion Policy



VIEWING NOTE

CHOOSE 2 PAGE VIEW IN A
PDF PREVIEWER





Table of Contents

Contractual Policy	4
Scope	4
SWIFT Teacher Training DEI Commitment Statement.....	4
Protected Characteristics	5
SWIFT Teacher Training Commitments	6
Complaint Policy	7
DEI Networks	8



Contractual Policy

We follow Education South West's Equality and Diversity Policy | [Policies - Education South West](#)

Scope

All SWIFT Teacher Training employees and SWIFT trainees.

Page 7 of ESW's Policy heading Pupils can also interchange with our commitment to SWIFT trainees.

SWIFT Teacher Training DEI Commitment Statement

We are committed to ensuring that every member of the SWIFT Teacher Training community has a strong sense of **belonging**. It is important to us that everyone has the opportunity to thrive, feel valued and fulfil their unique potential as part of our community.

For us **Diversity** means ensuring that diverse representation is built into everything we do, **Equity** means we remove barriers to access and **Inclusion** means we embrace and respect the full range of human identities.

We do this by collective powerful action around:

- **Connecting** people across all our communities of practice, such as the Mentors we support from across a wide number of schools and Trusts, to create shared understanding.
- **Listening** to feedback from a diverse range of stakeholders to ensure that it purposefully and intentionally serves our community and meets everybody's individual needs. These include SWIFT trainees, schools and facilitators.
- **Learning** about our own identities and the lived experiences of others in order to create an open dialogue about the barriers that people face and how to remove them.
- **Celebrating** the diversity of our region while also reflecting on the diversity of the wider society that our SWIFT trainees and staff are part of to ensure that we are co-creating inclusive workplaces.
- **Collaborating** with organisations beyond our network to provide critical friendship and mutual support and expertise to challenge ourselves to commit to action.
- **Training** all our stakeholders so that they are conscious, confident and competent in relation to our DEI work and so that everybody shares the vision and responsibility.
- **Partnering** with organisations that share our values and commitment for this work, such as NASBTT and Diverse Educators.

Through our DEI work, all members of our community can feel psychological safety and be their authentic selves in all settings. As a result, the children in our schools are and will be led, taught, supported and governed by people who can embody the values and model the behaviours of a modern inclusive society.

Protected Characteristics

The Equality Act 2010 and regulations update of 2017 provides a single, consolidated source of discrimination law and provides a legal framework in support of the 'Protected Characteristics' (PC) of:

- Age
- Disability
- Marriage and Civil Partnerships
- Religion or belief
- Sex
- Gender reassignment
- Marriage and civil partnership
- Race
- Pregnancy and maternity



SWIFT Teacher Training Commitments

SWIFT Teacher Training commits to the following:

Commitment	What we are doing or aim to do
Review the DEI statement and commitments on an annual basis.	SWIFT Teacher Training commitments have been reviewed and updated by the SWIFT DEI group and SWIFT Director as part of the annual review on November 27, 2024.
Appoint a person who is responsible for DEI within SWIFT Teacher Training.	Director SWIFT Teacher Training is responsible for DEI.
Ensure that the principles of this policy are embedded in HR strategy and all policies and procedures are regularly monitored and reviewed.	We ensure that the principles of this policy are embedded in our recruitment and application procedures, as well as other relevant documentation.
Offer all trainees the opportunity to create a Trainee Support Plan to be aware of individual needs and make necessary reasonable adjustments	All trainees are offered the opportunity to create a Trainee Support Plan so we are aware of individual needs and requirements and can make the necessary reasonable adjustments. TSPs are created together by the trainee and their campus lead.
We will communicate our DEI approach and the measures we take to foster a sense of belonging to schools and trusts.	We provide DEI training and support to mentors, through our mentor curriculum training. All core team members receive DEI training. NEW We will communicate SWIFT's DEI practices to all schools hosting trainees, not just those where trainees require adjustments.
Monitor and measure diversity at every stage of employment to remove any direct, indirect, associative and perceptive discrimination	SWIFT Teacher Training utilises data from a variety of sources including Manage and the MIS system to monitor and measure diversity. We take action, when necessary, dependent on our findings.
Be aware of our trainees who have a protected characteristic or belong to a minority group.	We are aware of Trainees who have a protected characteristic or belong to a minority group through the interview process, communications with the Campus teams and individual Trainee support plans.
Make reasonable adaptations where required, providing for all without discrimination.	This support may be provided in the following ways, for example providing documents in advance of training, access to a laptop, enlarging text, or adjusting for a trainee with mobility difficulties. There may also be the need to allow additional time for preparing tasks. Details are kept on the Trainee Support Plan Register. Access is restricted on a need-to-know basis.
Challenge and investigate discriminatory behaviour and enforce the disciplinary procedure, when this is considered necessary.	We will always do this, when considered necessary. Please refer to our complaint's procedures.
Communicate and regularly review the positive initiatives that have been implemented and ensure ever-wider access to them.	DEI is included as a regular agenda item for the various leadership meetings including the Partnership Group and Strategic Board.
Support the communities in which we live and work to ensure that we are involved, accessible and socially responsible.	SWIFT Teacher Training is able to support the communities in which we work through our Campus Structure. This enables us to be aware of and responsive to the different needs of children and workforce needs of schools across the South West.
Work with external groups and advisory bodies to keep up to date with market practice and how issues are dealt with.	We work closely with a number of organisations to keep up to date, including NASBTT and Diverse Educators.

We communicate our commitment to DEI to prospective applicants.	We use inclusive imagery on our website, and identify use of pronouns in our emails. Our commitment to DEI can be seen clearly in our approach to interviews and within next steps.
We allocate trainees into schools where they will be safe and supported.	Our five-campus structure allows us to place trainees in schools that are bespoke to their individual needs. Regular professional conversations with campus teams on the subject of wellbeing help to ensure trainees feel safe and supported.
We provide safe spaces for teachers from minority groups to attend.	This is an area where we aim to develop. We will use trainee voice to identify these spaces and work with trainees and our partners to provide them. We direct trainees to national DEI Networks (see below).
Diversity training	All our trainees receive DEI specific training sessions during their programme.
Our curriculum includes and celebrates a broad range of diverse voices.	Our curriculum aims to include and celebrate a broad range of diverse voices. For example, we have specific sessions on SEND, EAL and DEI delivered across the year.
NEW We provide next steps guidance as trainees move from SWIFT Teacher Training into their first jobs	We will provide trainees with: an understanding of key legislation, for example the Equality Act 2010 a signpost to organisations that can provide support if needed a space on transition documents for trainees to communicate specific needs and suggested reasonable adjustments that they would like their new schools to know about when they join as an ECT information about their Early Career Framework entitlements and how this is adjusted if they are part-time
NEW Develop future leaders	We will aim to deliver an introduction to Leadership session that includes a DEI theme as part of a broader agenda to inspire our future leaders.
NEW Include other characteristics	We aim to know which of our trainees have been: <ul style="list-style-type: none"> • looked after children • the first to achieve a degree in their family <p>Their insights, experiences, and journeys will be invaluable in benefiting the children at the schools where they work in the future.</p>

Complaint Policy

In the case of any complaint the complainant should refer to SWIFT Teacher Training Concerns and Complaints Procedure. A copy can be obtained from Nicky Sheppard | nicky.sheppard@sw-ift.org.uk

BAMEed



[BAMEed Network – Black, Asian & Minority Ethnic Educators](#)

DisabilityEd



[DisabilityEd UK – Reasonably Adjusting Attitudes](#)

LGBT+Beginner Network



<https://linktr.ee/prideprogress>

WomeEd



[Womed 2023 - Empower Wellness](#)

LGBTed



[LGBTed – Let's be the role models we needed when we were at school](#)

DIVERSE EDUCATORS



[Diverse Educators](#)

DEI Networks

The following Networks are a recognised source of support:

