

## ITE Equality and Diversity Policy: 2020

The University of Sussex is committed to promoting equality and appreciating diversity in our society. Diversity has many different dimensions, including academic and physical ability, socio-economic and religious background, sexual orientation, ethnicity and culture. Sussex is committed to providing an inclusive and supportive environment for all, including pupils and trainees, in an environment free of harassment and bullying on any grounds. By challenging stereotypes and educating pupils about cultural heritage, we can assist in community cohesion.

At Sussex we are committed to producing teachers who understand and respect diversity and have a goal of promoting community cohesion alongside delivering their subject teaching. We seek to recruit trainees from a variety of backgrounds. Preference is given to those who are prepared to take responsibility for their own professional development, are punctual and reliable, work hard, and bring a sense of humour to see them through the difficult patches. We also expect trainee teachers to have a commitment to meeting the needs of all pupils. As such, trainees are expected to develop an awareness of the particular features associated with pupils' social and ethnic origins, their gender and sexuality, and their levels of physical, emotional and intellectual ability.

All our ITE courses feature appropriate emphasis on issues around diversity, and a consideration of community cohesion underpins all that we do. In addition, we run specific sessions in the Professional Studies programme, as well as in subject specific seminars. We have also recently established subject links with schools in London and elsewhere where our trainees can experience a more diverse environment and learn from experienced professionals.

If you experience any harassment on grounds of gender, sexual orientation, ethnicity, religion, nationality, age or disability, please contact the Student Advisors within your school, or the Welfare Officer at the University's Student Union [[welfare@ussu.sussex.ac.uk](mailto:welfare@ussu.sussex.ac.uk) / 01273 873354] - internal extension 3354.

For more advice and information, see the University's Equality, Diversity and Inclusion web pages: <http://www.sussex.ac.uk/equalities/>

For information on disability support, see the Student Support Unit's web pages: <http://www.sussex.ac.uk/studentssupport/disability> or contact them directly [[studentsupport@sussex.ac.uk](mailto:studentsupport@sussex.ac.uk) / 01273 877466] - internal extension 7466.

For any concerns regarding LGBTQ+ matters, see advice and guidance from the Student Life Centre in the first instance: <https://www.sussex.ac.uk/studentlifecentre/issues/lgbtq>.