Admissions and Recruitment Policy

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Date	**Version**	**Reason for the Change**	**Source**
29.06.2026	V11	Review and update	M Eszrenyi

To be read alongside all relevant Barr Beacon SCITT and Matrix Academy Trust policies and procedures

1. Introduction to the policy

1.1. This policy exists:

1.1.1. To protect the interests of applicants to Barr Beacon SCITT.

1.1.2. To ensure fairness, consistency and transparency during the admissions process.

1.1.3. To enable staff to effectively manage trainee admissions.

1.1.4. To provide clear information to applicants on the selection process.

1.1.5. To provide clear guidelines for all partners in the marketing and advertising of the programmes.

1.1.6. To support Barr Beacon SCITT's strategic plan by welcoming and supporting the admission of under-represented groups into the programme.

2. Purpose

2.1. The purpose of admissions activity is to effectively, courteously and fairly select and recruit trainees from the pool of applications received.

2.2. In this respect Barr Beacon SCITT operates a fair and transparent recruitment and admissions process, free from bias. This policy is founded on the following principles, to ensure its effective operation:

2.3. Barr Beacon SCITT encourages and welcomes trainees of all ages, gender and gender identity, racial heritage, sexual orientation, religion or belief, disability, cultures, social backgrounds or other equality characteristics and gives fair consideration to all applicants, treating them solely on the basis of their merits, abilities and potential.

2.4. Barr Beacon SCITT is committed to widening participation and seeks to actively encourage applications from those groups who are currently under-represented in Higher Education as defined by the DfE, Ofsted and other Government bodies. It aims to provide a supportive environment in which all individuals can flourish.

2.5. To ensure fairness, consistency and equality of opportunity, the admission procedures include a range of checks and balances in the consideration of applications. The checks and balances ensure the identification of any possible anomalies and include measures for any further necessary action.

2.6. Barr Beacon SCITT monitors application and admission:

2.6.1. To ensure it meets the core principles indicated above.

2.6.2. To improve and inform planning.

2.6.3. To identify possible inequalities and to investigate underlying causes.

2.7. Barr Beacon SCITT is compliant with the professional, statutory, and academic requirements of the agencies with which it works, and accords with national legislation in the areas required including for example; equal opportunities, disability, age discrimination legislation, human rights, data protection and race relations etc.

2.8. Staff involved in the administration of admissions, and those involved in selecting and interviewing applicants undertake regular training and are subject to moderation processes to ensure their continued professional competence in recruitment and selection is maintained.

2.9. Applicants who hold equivalent entry qualifications are welcomed.

3. Underpinning legislation

3.1. This Policy is underpinned by some of the following legislation:

- 3.1.1. Equality Act 2010 (incorporating SENDA 2001) (see appendix A)
- 3.1.2. Data Protection Act 2018 including,
- 3.1.3. General Data Protection Regulation (GDPR)
- 3.1.4. Safeguarding Vulnerable Groups Act 2006
- 3.1.5. Keeping Children Safe in Education (2024)
- 3.1.6. Human Rights Act 1998
- 3.1.7. Freedom of Information Act 2000
- 3.1.8. Equality Act 2010 (see appendix B)

4. Introduction to the admissions procedures

4.1. The Admissions Procedures undergo periodic review and may be updated at any time to ensure clarity, accuracy and best practice.

4.2. Barr Beacon SCITT encourages and welcomes trainees of all ages, gender and gender identity, racial heritage, sexual orientation, religion or belief, disability, or other equality characteristics and gives fair consideration to all applicants, treating them solely on the basis of their merits, abilities and potential.

4.3. These procedures are designed to ensure fairness, consistency and equality of opportunity and apply to both home and international trainees. The programme solely recruits through the Department for Education Apply Service.

5. Criteria for selection

5.1. The selection process is based on a range of criteria established and reviewed annually or as appropriate by the SCITT Executive Group and considers the level of competition for each course.

5.2. It takes account of the total profile of the applicant including:

5.3. academic suitability: qualifications held and predicted grades

5.4. motivation for the course of study

5.5. personal suitability: medical requirements, pre-employment suitability checks and criminal declaration

5.6. professional suitability (in terms of the requirements of the course)

5.7. other appropriate supporting information

5.8. The quality of the candidate's personal statement (bearing in mind the need to make reasonable adjustments) will assist in the evaluation of these aspects of the application.

5.9. Consideration of the comments of the referee will also assist in the evaluation of the application.

6. Academic suitability

6.1. General entry requirements are in accordance with those approved by Barr Beacon SCITT including relevant equivalent qualifications and are in line with the Department for Education's ITT Compliance Criteria and Supporting Advice (2026-27).

6.2. These are published on the Barr Beacon SCITT website and on Department for Education Find a Teacher Training Course profiles.
6.3. Barr Beacon SCITT welcomes applicants from a wide variety of backgrounds with a range of experience and gives fair consideration to all applicants treating them solely on the basis of their merits, abilities and potential.
6.4. Applicants are expected to have a degree or equivalent (where appropriate). Normally an Honours degree with a minimum Grade 2:2 (or above) classification is required. For our secondary SCITT subjects the content of the degree should normally, but not necessarily, be related to the subject to be taught. Recognised degree equivalents in qualifications obtained through the examinations of professional bodies (e.g. GRSC) will be considered on an individual basis. There is no requirement for primary applicants to have a degree in a national curriculum subject.
6.5. GCSE Grade C or 4 in English (language or literature) and Mathematics is required subject to the requirements of the DfE. For applicants who intend to train to teach pupils aged 3 to 11 additionally are required to have achieved a grade C or 4 in the GCSE examination in a science subject. Passes of equivalent GCSE tests and the GCSE equivalents may be acceptable in lieu of GCSE requirements.
6.6. All applications are considered on an individual basis. More detailed information on specific entry requirements and criteria is available from the programme website, Department for Education Find a Teacher Training Course profiles or by telephone.

7. International Trainees

7.1. International trainees must have entry qualifications equivalent to the general requirements for admission to their particular course in accordance with the UK National Information Centre for the recognition and evaluation of international qualifications and skills (ENIC). Applicants are responsible for obtaining and presenting an ENIC certificate that demonstrates the equivalency of their qualifications. Applicants must provide certified translations of their qualifications.
7.2. Applicants whose first language is not English must be able to demonstrate competence normally through recognised equivalent qualifications e.g. specific scores in IELTS or TOEFL.
7.3. All international trainees must comply with the relevant UKBA Visa requirements prior to entry and registration for their course. Barr Beacon SCITT is unable to sponsor VISA applications.
7.4. International Qualifications: International trainees will need to demonstrate evidence of study at a level equivalent to the general entry requirements. These will be in accordance with ENIC guidelines.
7.5. Barr Beacon SCITT will decide based on the ENIC whether a trainee meets the DfE criterion for admission to the programme to ensure that all qualifications meet the depth and type of academic engagement that would be expected from first degree study. Where Barr Beacon SCITT requires further information or support of an application it will seek advice from its partner HEI.

7.6. Overseas checks are required for successful candidates if they have lived or worked overseas for 12 months or more, in the 10 years before their application, while aged 18 or over. If an overseas check is required then the candidate must pay the cost of the check. Overseas check costs will vary dependent on the country. The Trust reserve the right to complete or request further checks outside of this timeframe if they feel it is necessary.

8. Personal suitability for the course of study

8.1. Trainees should have:

8.1.1. the ability to manage self/be self-organised

8.1.2. the ability to work well independently, using autonomy and taking responsibility

8.1.3. the commitment and motivation to learn

8.1.4. an interest and commitment to the subject area (secondary) or the phase (primary)

8.1.5. the ability to work with others

8.1.6. the pre-requisite English skills

8.1.7. intellectual skills

8.1.8. course specific skills

8.2. Such criteria may be used in the compilation of the person/course specification; may be utilised at the initial stage of selection for interview; may be given weighting in lieu of predicted or actual underachievement on grades for identified trainees; may be utilised by subject disciplines according to the priorities for that discipline.

9. Professional suitability

9.1. Applicants are expected to show evidence of personal qualities that suggest that they have the potential to become members of the teaching profession. These may be as determined by the Teachers' Standards (2012) of the DfE.

9.2. Although not a requirement, candidates for most professional education courses, or courses with a professional element, are expected to show in their written application that they have tested their motivation and commitment to their intended career either through appropriate voluntary or paid work experience (e.g. Teaching, Youth Work, Social Work).

9.3. Applicants for courses of initial teacher training must meet the requirements of the Secretary of State's Initial Teacher Training Criteria (2026-27) relating to basic GCSE at Grade C/4 or equivalent competencies in Mathematics and English Language for secondary courses. For applicants who intend to train to teach pupils aged 3 to 11 additionally are required to have achieved a grade 4 in the GCSE examination in a science subject. An equivalence test in these subjects may be acceptable for those who have not acquired the appropriate GCSE Grade C/4. Entrants must also hold a first degree of a United Kingdom higher education institute or equivalent qualification (see paragraph 6.4).

9.4.

10. The personal statement

10.1. All aspects of the candidates' experience are evaluated in the final decision.

10.2. The quality of the content and the expression of the candidates' personal statement are taken into account, and may be particularly significant where entry is competitive.

10.3. The personal statements may also provide a good source of evidence regarding the personal suitability criteria.

10.4. Barr Beacon SCITT reserves the right to reject an application prior to interview where the personal statement shows significant weaknesses in the use of Standard English, SPaG or the detail contained within the statement.

11. Verification of qualifications

11.1. BBSCITT requires all applicants to verify their identity.

11.2. Candidates for admission to all full-time postgraduate courses are required to provide documentary evidence of qualifications held. Eligibility for admission is subject to verification of the original certificate of the qualifications.

11.3. International trainees can provide notarised copies of certificates at the admission stage but must provide originals at the point of registration in September. These must be certified translations of the qualification.

12. Falsification or misrepresentation

12.1. Barr Beacon SCITT reserves the right to withdraw the offer of a place to candidates who falsify or misrepresent their applicant details in any respect. Candidates in these circumstances will be given an opportunity to explain discrepancies or anomalies as appropriate.

13. References

13.1. The report of the referee is taken into account, particularly in relation to evidence regarding the criteria on personal suitability. However, exclusion from selection for interview shall not be based solely on the comments of the referee.

13.2. References are essential for courses leading to professional recognition. For such courses, in addition to comments about academic ability, it is expected that the referee will also be able to comment on the candidate's suitability for their intended profession.

13.3. References are provided to the SCITT in the first instance by means of the DfE Apply application.

13.4. Where referees do not make specific reference to the applicant's suitability to work with children or young adults and in a school setting, an additional reference will be required from the referee before admittance onto the course.

13.5. Where referees do not make specific reference to a candidate's suitability on the grounds of disciplinary procedures, allegations or concerns which the applicant has been subject to involving issues related to the safety and welfare of children or young people, including anywhere the disciplinary

sanction may have expired, an additional reference will be required from the applicant's referee before admittance onto the course.

13.6. Where it is not possible for a candidate to provide an academic reference, a reference may be sought from a person of standing who can attest to the candidate's motivation and suitability for professional training.

13.7. References are not discussed with the candidate, unless the permission of the referee has been secured. References should be current and should relate to the course to which admission is sought.

13.8. The DfE has a process for informing BBSCITT if a trainee has previously withdrawn from another ITT programme. BBSCITT asks a question at interview to check all applicants. This aims to promote transparency and ensure providers are aware of a trainee's prior training experience. The DfE will contact providers if a candidate who has accepted an offer has previously started an ITT course with another provider. If a trainee has previously withdrawn from another course, BBSCITT will:

13.8.1. Speak with the candidate: To understand their previous training experience and reasons for withdrawal.

13.8.2. Contact the former provider: To gather information about the candidate's performance and reasons for leaving.

13.8.3. Consider requesting a reference: From the previous provider, if deemed appropriate.

13.9. BBSCITT required 2 satisfactory references as a standard condition of offer. These will be checked prior to admission. Any divergences in the assessment of the trainee between the referee's estimate and the interviewer's estimate will be recorded and an additional meeting requested with the trainee prior to admission to the course.

14. Interviews

14.1. An interview is essential for the SCITT programme and the interview procedure will include assessment of personal qualities for the course of study and professional suitability. Candidates who meet the stipulated criteria on the basis of the written application are therefore required to attend for interview before final selection for a place. To assist fair selection, criteria will be weighted and the candidates scored against the criteria. Applicants may then be selected for interview on this basis.

14.2. The weighted criteria used at interview will be:

14.2.1. Subject Knowledge

14.2.1.1. Appropriateness of subject qualifications and knowledge and relevance to the teaching of the subject.

14.2.1.2. Be able to demonstrate that they have completed research into their subject area.

14.2.1.3. Capacity to extend subject knowledge.

14.2.2. Wider Professional Responsibilities

14.2.2.1. Awareness of the role and responsibilities of a teacher and school environments.

14.2.2.2. Resilience.

14.2.2.3. Enthusiasm for and commitment to teaching.

14.2.2.4. Awareness of personal strengths and areas of development.

14.2.3. Aptitude for Teaching

14.2.3.1. Ability to engage and enthuse students in the subject.

14.2.3.2. Ability to be flexible to meet the needs of the students and manage the learning environment.

14.2.3.3. Ability to communicate effectively, using standard spoken and written English.

14.2.3.4. Awareness of the provider and our programme.

14.3. Barr Beacon SCITT works in partnership with schools and SCITT colleagues work together in the interview procedures. Where a candidate's application for a course shows potential but does not satisfy the standard entry requirements interviews may be arranged at the discretion of the SCITT Director.

15. Medical requirements

15.1. Applicants for teacher training courses must be attested physically and mentally fit for teaching in accordance with Education (Health Standards) England Regulations 2003 and have met the Secretary of State's requirements for physical and mental fitness to teach. Successful applicants are required to undertake an occupational health check for medical fitness. Most medical clearances will be achieved via the completion of a SCITT Medical Questionnaire, but where further investigation via physical examination or via consultant's reports is required, the costs of any such investigations must be met by the candidate.

15.2. Barr Beacon SCITT reserves the right to withdraw the offer of a place from any candidate who, in the opinion of the SCITT Director or HR Director, is not medically fit for admission to the course in question on the grounds of not satisfying the occupational health requirements for the particular profession. Such applicants may appeal by providing further medical evidence. This will be considered by the HR Director, but where this incurs a considerable delay (as may happen in the case of late entrants) trainees may be required to defer their place as necessary.

16. Disclosure and Barring Service Clearance, Prohibition Orders and pre-admission checks

16.1. Enhanced clearance for the course is a requirement under the terms of the relevant legislation. In response to this, the Disclosure and Barring Service (DBS) was set-up at a national level to facilitate necessary checks on the criminal records background of persons seeking to work with children, young people and vulnerable groups.

16.2. Teacher Prohibition order checks will also be completed on all applicants prior to them being invited to interview.

16.3. Primary trainees will be required to complete a childcare disqualification check.

16.4. BBSCITT will consider any inconsistencies and look for gaps in employment and reasons given for them.

16.5. BBSCITT will carry out an online search as part of their due diligence on the shortlisted candidates. This may help identify any incidents or issues that have happened, and are publicly available online, which BBSCITT will explore with the applicant prior to admission to the course.

16.6. Barr Beacon SCITT will use the Matrix Academy Trust Recruitment of Ex-Offenders Policy to risk assess potential trainees who have a conviction, offence, caution or warning. A common understanding of convictions, offences, cautions and warnings that would not pose a barrier to joining or continuing an ITT programme is held on file and a risk assessment meeting will be held with the CEO of Matrix Academy Trust.

16.7. Prospective trainees who have questions or concerns about this requirement may discuss these procedures in confidence with the SCITT Director.

16.8. BBSCITT will verify a candidate's Right to Work in the UK, including EU nationals.

16.9. For applicants who are applying for a salaried route programme, it is the responsibility of the main placement school to carry out all of the required checks and to provide Barr Beacon SCITT of confirmation that all of the checks are in order prior to the applicant commencing on the programme.

16.10. Barr Beacon SCITT's Policy on DBS Clearance is subject to changes which may arise as a result of national developments. Policies will be amended accordingly.

17. Admission on age

17.1. Trainees will be admitted to the course in line with any national legislation or professional body requirements on a required minimum age for higher education and the Equality Act 2010 legislation which covers age discrimination.

18. SCITT Interview and Assessment Initial Selection

18.1. The selection process is criterion driven. Criteria for initial selection are determined each year. Trainees whose written applications do not meet the criteria are rejected for that course.

18.2. Places or interviews are offered to the candidates on the basis of their performance against the criteria, subject to availability. To assist fair selection, criteria will be weighted and candidates scored against criteria.

19. SCITT Interview and Assessment Procedures

19.1. The Interview and Assessment procedures are uniform to the programme to which the candidate is being admitted. As far as possible the pattern of the Interview and Assessment Day is the same for all candidates. To enable candidates from all backgrounds to compete fairly all activities are framed to enable candidates to demonstrate any additionally or value added which may enable them to enhance their candidacy or to compensate for possible weakness in other criteria.

19.2. Discussion of additional support needs issues/facilities takes place outside the formal Interview and Assessment Day and with the SCITT Director. Reasonable adjustments will be considered as and when appropriate.

19.3. To assist the achievement of parity in the structure of the Interview and Assessment day, all elements of the day are recorded on a specially designed pro-forma appropriate to the programme to which the candidate is being admitted. Each pro-forma is reviewed annually or as appropriate to ensure continuing relevance.

19.4. A meaningful record of the Interview and Assessment Day is made, to indicate how far candidates meet or fail to meet the criteria. Where a candidate is rejected the evidence for the failure to meet the criteria is noted.

19.5. Written tests which may form part of the interview process are designed to be free from bias and consider equality and diversity characteristics to allow full engagement with the selection. For secondary, all subject knowledge assessments are based on GCSE examination papers for 11-16 courses and A Level examination papers for 14-19 courses, and it is advisable for candidates to consult these prior to interview. For primary, subject knowledge assessments are based on relevant foundation and core subjects across the 3-7 or 5-11 age ranges.

19.6. Candidates who would qualify for extra time in assessments are allowed an appropriate concession for such tests and any such requests are granted by the SCITT Director.

19.7. The SCITT Director, SCITT Manager or SCITT Lead Mentor must be present at every interview and assessment day, with the most senior colleague leading the interview. All colleagues who lead an interview and assessment day for Barr Beacon SCITT must have received safer recruitment in education training. Two colleagues must be present at all stages of the interview.

20. Roles and responsibilities

20.1. Staff involved in the administration of admissions, and those involved in selecting and interviewing applicants undertake regular training to ensure their continued professional competence is maintained.

20.2. Barr Beacon SCITT is committed to ensuring that all admissions activities are conducted professionally and effectively. As part of this commitment Barr Beacon SCITT expects that all interaction with applicants is conducted courteously, efficiently and respectfully.

20.3. Applicants should note that Barr Beacon SCITT does not tolerate inappropriate behaviour towards its staff. Applicants who abuse, threaten or mistreat members of staff in any way will not be tolerated and may prejudice the further consideration of an application, appeal or complaint.

20.4. All applications are initially received by the SCITT Administrator before being passed to the SCITT Director.

20.5. The SCITT Administrator will liaise with the Lead Schools within the partnership to arrange an interview.

20.6. The SCITT Administrator handles all written and computerised admissions communications with candidates and DfE Apply System, ensuring

the accuracy of the offers before dispatch to these external agencies of the candidate; supports and or organises the interviews; conducts the monitoring of applications, offers and targets, and central administrative matters relating to applications to the programme; and collates and prepares information on admission data for use in committee reports.

20.7. The SCITT Director has overall responsibility for stipulating the terms of the offers in line with agreed standards and individual subject/phase requirements. The SCITT Administrator is responsible for communicating this to the DfE Apply System and the candidate, as well as monitoring an applicant's progress towards meeting these conditions.

20.8. Lead Partners may conduct the interview process in line with Barr Beacon SCITT's processes, policies and procedures. All decisions and conditions made by Lead Partners are subject to approval of the SCITT Director before being shared with the applicant and forming a formal offer or condition of offer.

20.9. Any particular recommendations made by the interview panel, particularly concerning professional conditions or compensatory factors will be identified for note and further consideration as appropriate where places are being confirmed after the publication of results.

21. Place offers

21.1. Standard offers are made according to set criteria.

21.2. In line with best practice no applicant receives less favourable treatment than others, and candidates are given the help they need to fulfil their potential.

21.3. Place offers for trainees with a disability/specific learning difficulty are made independently of consideration of support needs, and are not delayed by such considerations.

22. Rejections

22.1. No candidate can be rejected without the agreement of two members of staff. In all instances the SCITT Director must approve the decision to reject.

22.2. Feedback to applicants who are rejected via the DfE Apply admissions system without an interview are given feedback on request.

22.3. Candidates who are rejected after interview are notified directly by DfE Apply and written feedback on the reasons for the rejection, based on evidence of failure to meet criteria as indicated on the interview form will be provided within 10 days of the Interview and Assessment Day.

22.4. Candidates who meet the essential criteria, but whose performance is not as strong as that of other applicants will be advised that they have not been offered a place in competition with other candidates and will be provided with written feedback on their Interview and Assessment Day, including suggested areas of development.

22.5. If an applicant does not respond to communications sent by Barr Beacon SCITT regarding the interview process and/or does not attend the interview (without giving notification of absence prior to the scheduled start time of the interview) the application will be rejected.

23. Objectivity and confidentiality

23.1. Staff who have a personal, social or family relationship with any candidate for admission must make a declaration of interest in the candidate to the SCITT Director and must desist from any dealings with the candidate's application.

23.2. Selection will not be made on the basis of information received outside the application process. Where such becomes available it must be discussed with the applicant. Information will not be disclosed to third parties who are not involved in the selection process without the consent of the applicant.

23.3. Information on candidates who do not become registered trainees is normally destroyed a maximum of one year after the candidate would have been admitted, after the completion of any necessary monitoring process.

24. Withdrawal of course offers

24.1. Barr Beacon SCITT shall only withdraw the offer of a place:

24.2. if the candidate fails to meet any of the conditions for entry set out either by the Secretary of States criteria for ITT (2026-27) or any conditions of offer made at the Interview and Assessment Day;

24.3. if it is impossible to provide the course through serious unforeseen circumstances;

24.4. if the institution fails to recruit a satisfactory cohort such that the quality of the trainee experience cannot be maintained or the course is not economically viable.

24.5. In the event of a course or programme having to be withdrawn or discontinued for any reason, or in the event of significant changes being made to the programme, Barr Beacon SCITT undertakes to notify trainees personally by telephone, and to provide assistance to the trainee in securing an alternative place.

25. Monitoring and review of policies and procedures

25.1. Barr Beacon SCITT regularly monitors and reviews its admissions policies and procedures so that they are fit for purpose and best serve our applicants and our aims in light of changing circumstances.

25.2. To safeguard the interests of prospective trainees, Barr Beacon SCITT has established an Appeals and Complaints Procedure for applicants. Applicants will not be disadvantaged in any way because they have used the procedure.

Appendix A

In line with The Equality Act 2010 (incorporating Special Educational Needs and Disability Act 2001 (SENDA)

Barr Beacon SCITT

- Encourages, through its course publicity, applications from prospective trainees who have a disability/specific learning difficulty, and on request makes available marketing and course information materials in a format suitable for individual needs.
- Ensures that appropriate support is offered and is available for applicants attending interviews and other selection activities.
- Provides the opportunity for a person who has a disability to advise Barr Beacon SCITT in confidence of his/her needs.
- Invites applicants who have indicated a disability/specific learning difficulty on their application form to make contact with the HR Manager for the Matrix Academy Trust. The HR Manager will assess applicants' support needs in order to ensure that any disabled trainees are fully advised about the SCITT's procedures and facilities.
- Will make reasonable adjustments appropriate to individual needs to enable trainees who have a disability to be admitted. Such reasonable adjustments currently include adaptation of materials, the classroom environment or additional time to complete assessments.
- Anticipates such future adjustments as may be helpful generally to trainees with particular categories of disability/specific learning difficulty.
- Ensures that applicants with disabilities or specific learning difficulties are assessed on their academic ability for the course they wish to study separately from any other requirements.
- Makes offers on academic grounds alone, (unless there are barriers relating to professional requirements which are out with the jurisdiction of the Disability Discrimination Act) and does not delay the processing of place offers because of discussion of support needs.
- Monitors the admissions process in relation to disability to ensure that it is administered consistently and fairly to all trainees.
- Monitors the process, from application to admission, of trainees with a disability, and monitors complaints and appeals from such trainees. Such data is considered and informs future actions in anticipating the needs of trainees with a disability/specific learning difficulty.

Appendix B

In line with The Equality Act 2010

Barr Beacon SCITT

- Ensures Equality, Diversity and Inclusion issues are fully integrated into the mainstream of Barr Beacon SCITT policy and working practices.

- Meets the legal duties of race, disability and gender and gender reassignment and the additional equality legislation on sexual orientation, religion or belief and age discrimination.
- Provides a framework to identify and amend any Barr Beacon SCITT policies or practices that might discriminate.
- Creates a positive and safe working and studying environment for trainees and staff, making more effective use of talent.
- Seeks to integrate achievable and measurable targets.
- Aims to improve research and information available to assess the impact of diversity and inclusion issues.
- Works to raise understanding and awareness of equality and diversity with staff and trainees by training and effective communication