

Employee Equality Statement and Objectives

Version:	1.0
Last reviewed:	May 2024
Ratified by:	Board of Trustees
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Revision History:

Version	Date	Author	Summary of Changes:
1.0	May 2024	LCO	New Document

1. Introduction

TMET aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010 for their employees and prospective employees.
- Advance equality of opportunity between employees and prospective employees who share a protected characteristic and people who do not share it.
- Foster good relations across all characteristics between people who share a protected characteristic and employees who do not share it.

TMET ensures that we are compliant with equality legislation in all policies and procedures.

Each of our schools has their own pupil focused equality statements and objectives that work for the school and the community it serves. TMET's board has delegated the responsibility for setting and monitoring progress against these statements and objectives to each of TMET's academy councils.

TMET has an Equality and Diversity policy ([link](#)) that applies to all employees. This policy is a statement of TMET's aims and commitments to meet the requirements of:

- [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination.
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require public sector bodies to publish information to demonstrate how they are complying with the PSED.

As a multi-academy trust, we have also chosen, to have a set of overarching employee equality objectives that TMET will look to achieve over the next four years, in addition to our pupil equality statement and objectives set and implemented by each of our schools.

This document sets out TMET's employment equality objectives, along with the role and responsibilities for setting and monitoring progress against these objectives.

2. Roles and responsibilities

TMET's **Board of Trustees** will:

- Ensure that TMET's equality objectives are published on TMET's website and updated at least once every four years.
- Delegate responsibility for setting and reviewing progress and achievements against the objectives on an annual basis to TMET's People and Culture Committee (P&CC).
- Ensure that Gender Pay Gap information is published annually on TMET's website and delegates monitoring of progress to TMET's P&CC

TMET's **People and Culture Committee** will:

- Ensure TMET's employee equality objectives are updated at least every four years; reflecting progress made and considering the equality reporting and aspirations of the Trust.
- Review progress against the equality objectives set out below at least annually.
- Review Gender Pay Gap information and progress annually.

TMET's **Executive Team** will:

- Develop the objectives in this statement for review with TMET's P&CC.
- Monitor success in achieving the objectives and report back to TMET's P&CC at least annually.
- Report Gender Pay Gap information and progress to close the gap to TMET's P&CC.

3. Equality objectives

Future / Prospective Employees		
Objectives	Executive Lead	By When
1. Review the Trust's current data capture of Equality information for prospective employees and establish how this data could be reported based on system capability and resource capacity to ET / P&CC	CPO	End of 2024/25 academic year
2. Review research about impact of Equality positive statements in job adverts and recommend a way forward and adjust TMET's relevant policies / advertisement templates	CPO	End of 2024/25 academic year
3. Review disability confident scheme requirements and produce an action plan to achieve this	CPO	End of 2024/25 academic year

Current Employees		
Objectives	Executive Lead	By When
1. Review the Trust's current data capture of Equality information for employees and how this could be reported based on system capability and resource requirements to ET / P&CC to demonstrate effective monitoring of the effective implementation of TMET's Equality and Diversity Policy.	CPO	End of 2024/25 academic year
2. Identify and deploy a mandatory course that all employees, undertake on induction and then every two years to support everyone understanding of equality and diversity in the workplace	CPO	End of 2024/25 academic year
3. To consider the progress that TMET has been making to address their pay gap and identify what is impacting on progress and options to address	CPO	End of 2025/26 academic year

4. Monitoring arrangements

Annual Review by P&C Committee

5. Links with other policies

This document links to the following policies:

- TMET Recruitment and Selection Policy
- TMET Equality and Diversity Policy