

Employee Equality Statement and Objectives

Version:	2
Ratified by:	Board of Trustees
Date ratified:	13 th October 2026
Review date:	October 2030 (Objectives updated every 4 years. Progress reviewed annually)

Revision History:

Version	Date	Author	Summary of Changes:
2.0	Sept 26	LCO	Added - Section 2: Scope; Section 7: Previous equality objectives. Reordered and reworded text to improve clarity New objectives set
1.0	May 2024	LCO	New Document.
Earlier version history is available on request.			

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 is committed to ensuring equality, diversity and inclusion are considered in the development and implementation of its policies, procedures and employment practices.

TMET has an Equality and Diversity Policy 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.

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

2. Scope

This document sets out TMET's employee equality objectives. These objectives apply to all employees and job applicants across the trust and focus on equality, diversity and inclusion within our workforce.

Separate equality statements and objectives are published for:

- Pupils within TMET schools; and
- Trainees undertaking Initial Teacher Training through the SCITT.

3. Monitoring

The Board of Trustees is responsible for approving TMET's employee equality objectives and receiving assurance regarding progress against them.

Progress against TMET's employee equality objectives will be reviewed annually by the Trust's People and Culture Committee (P&CC).

4. Roles and responsibilities

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

- Agree on one or more employee equality objective every 4 years

- Ensure that TMET's equality objectives are published on TMET's website
- Delegate responsibility for setting and reviewing progress and achievements against the objectives on an annual basis to TMET's 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:

- Review progress against the equality objectives set out below at least annually.
- Review Gender Pay Gap information and progress annually.
- Review progress against TMET's Menopause Action Plan (mandatory from spring 2027).

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.

5. Equality objectives 2026 – 2030

TMET's employee equality objectives reflect our current priorities, the experiences of our people and our continued commitment to creating an inclusive organisation where everyone has the opportunity to flourish.

Objectives	Executive Lead	By When
1. Build a more diverse leadership and talent pipeline We will increase the breadth of experiences, perspectives and backgrounds represented within leadership and progression pipelines across TMET, so that talent is recognised and developed wherever it exists.	Chief People Officer	By October 2030
2. Remove barriers to opportunity, development and progression Ensure recruitment, pay, professional development and progression opportunities are equitable and that outcomes are not unfairly influenced by protected characteristics.	Chief People Officer	By October 2030
3. Strengthen an inclusive culture where everyone can contribute and belong Create an environment where people experience respect, fairness and belonging, diverse perspectives are valued, and everyone understands their responsibility for inclusion.	Chief People Officer	By October 2030

6. Previous equality objectives

TMET completed the employee equality objectives set out in its previous Employee Equality Statement and Objectives 2024-2028.

During the period covered by these objectives, we strengthened our approach to equality,

diversity and inclusion across the employee experience, including recruitment, employee equality data and reporting, disability inclusion, equality and diversity training, and our understanding of pay equality.

7. Links with other policies

This document links to the following policies:

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