

## Equal Opportunities Policy

### Policy Monitoring, Evaluation and Review

This policy is effective for all academies within The Mead Educational Trust, the Teaching School, the SCITT and all other activities under the control of the Trust and reporting to the Trust Board.

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<b>Author:</b>	IFA
<b>Ratified by:</b>	Board
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### Revision History:

Version	Date	Author	Summary of Changes:
1.0	May 20	IFA	New Trust policy

## Equal Opportunities Policy

### 1. Introduction

The Mead Educational Trust is committed to equality, diversity and inclusion in its recruitment, selection and provision of training and employment in line with the Equality Act 2010. It expects that all staff and trainees will contribute to and actively support TMET in working towards the elimination of discrimination the promotion of equality, diversity and inclusion in terms of TMET's employment opportunities and support for trainees and staff welfare and good working relations.

We welcome and value diversity of origin, background and experience amongst the staff and trainees as enriching the experience of all those who participate in the life and work of TMET. We understand the need to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act includes:

- age
- disability
- gender reassignment
- marriage or civil partnership (in employment only)
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

TMET are committed to promoting equality and diversity in its hiring, training, selection and employment processes.

### 2. Elimination of Discrimination

TMET is committed to the elimination of discrimination on the grounds of all protected characteristics within the Equality Act 2010 and the general and specific duties therein, social and economic background or any other factors not relevant to the individual's ability to work for TMET.

Widening Participation and Internationalisation are key to TMET's ethos. No applicant, trainee, member of staff or external provider will receive less favourable treatment on the above grounds or will be disadvantaged by conditions or requirements which have a disproportionately adverse effect on his or her group which cannot be shown to be justifiable other than on the grounds stated.

### 3. Recruitment and promotion of staff

Selection criteria and procedures will be frequently reviewed to ensure that staff are selected, promoted and treated on the basis of their relevant merits and abilities and that no issues which are irrelevant to the needs of posts are considered as part of selection processes. Disabled applicants who meet essential selection criteria will be considered equally alongside non-disabled applicants. All staff engaged in the recruitment and selection activities will be required to undertake safer recruitment training and refresh this training periodically as and when appropriate.

#### **4. Compulsory training for staff**

All staff who work for TMET will be required to undertake compulsory training in equality, diversity and inclusion which forms part of the annual training for all staff at TMET. All staff engaged in the recruitment and selection activities will be required to undertake safer recruitment training and refresh this training periodically as and when appropriate.

#### **5. Selection of trainees**

Selection criteria will ensure that prospective trainees are considered on the basis of relevant qualifications and experience that make them suitable for ITT and not on the basis of any other criteria as stated above.

#### **6. Promotion of Equality, Diversity and Inclusion**

TMET is committed to the positive promotion of equality, diversity and inclusion and the establishment of a culture of equality, diversity and inclusion which goes beyond simple compliance with legislation.

#### **7. Appropriate conduct of staff and trainees**

All members of staff and trainees will be expected to conduct themselves with proper respect for others. Processes will be put in place to deal with overt acts of harassment and/or discrimination. This includes reference to the grievance and disciplinary policies.

#### **8. Monitoring.**

TMET will maintain staff and trainee records for the purpose of monitoring the success of its equality, diversity and inclusion.

**Further guidance on the Equality Act 2010 can be found on the .gov website:**

<https://www.gov.uk/guidance/equality-act-2010-guidance>