

The Leicester and Leicestershire SCITT Equality Statement and Objectives

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This statement applies to all Leicester and Leicestershire SCITT trainees and apprentices not directly employed by The Mead Educational Trust

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Version	Date	Author	Summary of Changes
1.0	January 2025	SMcA	New Document.
Earlier version history is available on request.			

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1. Introduction

The Mead Educational Trust (TMET) and the Leicester and Leicestershire SCITT (incorporating the SCITT and The Mead Institute Apprenticeships) aim to meet their 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 apprentices, trainees, employees and prospective employees.
- Advance equality of opportunity between apprentices, trainees, 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 trainees and apprentices and employees who do not share it.

TMET and the Leicester and Leicestershire SCITT (incorporating the SCITT and The Mead Institute Apprenticeships) ensure that they 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.

The Leicester and Leicestershire SCITT (incorporating the SCITT and The Mead Institute Apprenticeships) has an Equality and Diversity policy ([link](#)) that applies to all apprentices and SCITT trainees. This policy is a statement of the SCITT'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 SCITT, we have chosen to have a set of overarching equality objectives that apprentices and SCITT trainees will look to achieve over the next four years.

This document sets out the Leicester and Leicestershire SCITT's equality objectives that apply to apprentices and SCITT trainees, along with the role and responsibilities for setting and monitoring progress against these objectives.

Roles and responsibilities

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

- Ensure that the Leicester and Leicestershire SCITT's (incorporating the SCITT and The Mead Institute Apprenticeships) equality objectives are published on the SCITT'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).

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

- Ensure the Leicester and Leicestershire SCITT's trainees and apprentices equality objectives are updated at least every year; reflecting progress made and considering the equality reporting and aspirations of the Leicester and Leicestershire SCITT.
- Review progress against the equality objectives set out below annually.

TMET's **Executive Team** will:

- Develop the objectives in this statement for review with TMET's People & Culture Committee (P&CC).
- Monitor success in achieving the objectives and report back to TMET's P&CC at least annually.

The Leicester and Leicestershire SCITT (incorporating the SCITT and The Mead Institute Apprenticeships) will:

- Share the Leicester and Leicestershire SCITT's EDI policy and this statement and objectives with all, SCITT trainees and apprentices and their employers
- Include the policy and objectives within learner and staff handbooks
- Publish the Leicester and Leicestershire SCITT's EDI policy and statement and objectives on the The Mead Institute of Professional Learning website
- Discuss Equality and Diversity and this policy with Leicester and Leicestershire SCITT trainee and apprentice employers to raise awareness and engagement and ensure there are processes in place to protect Leicester and Leicestershire SCITT trainees and apprentices and outline the process required to raise related issues
- Ensure staff with teaching and learning responsibilities are trained in embedding equality and diversity into their practice and the content of their delivery with learners and apprentices, and in their engagement with employers
- Ensure learners complete Equality & Diversity training as part of their curriculum to ensure that they and staff are aware of the issues that can affect minority groups and other learners with protected characteristics.

2. Equality objectives

Leicester and Leicestershire SCITT trainees and apprentices		
Objectives	Executive Lead	By When
1. Review the Leicester and Leicestershire SCITT (incorporating the SCITT and The Mead Institute Apprenticeships) current data capture of Equality information for trainees and apprentices and establish how this data could be reported to the Executive Team and the People and Culture Committee to demonstrate effective monitoring of the implementation of the Leicester and Leicestershire SCITT's Equality and Diversity Policy	SMcA	End of 2024/25 academic year
2. Review and research the impact of Equality positive statements in recruitment materials and recommend a way forward. Adjust relevant policies and advertisement templates as appropriate	LCO/SMcA	End of 2024/25 academic year
3. Identify and deploy a mandatory course that all Leicester and Leicestershire SCITT trainees and apprentices undertake on induction, and then align with TMET HR mandatory training, to support everyone's understanding of equality and diversity in the workplace. Ensure all learners and staff are provided with the opportunity to develop their skills and confidence and to deal with equality & diversity issues in a professional manner, and how to raise a related issue	SMcA	End of 2024/2025 academic year
4. Appoint an Inclusion and Diversity Champion within the team to engage with Leicester and Leicestershire SCITT trainees and apprentices, as well as employers and other partners to support continuous improvement of equality and diversity practice within the Leicester and Leicestershire SCITT. This responsibility will include: <ul style="list-style-type: none"> • making progress to broaden representation on interview panels • annual updates/highlights through the monthly team communication • the aim to provide access to mentors of colour and mentoring support available from same-race teachers and leaders 	SMcA	

3. Monitoring arrangements

Annual Review by P&C Committee and shared with the JCC.

4. Links with other policies

This document links to the following policies:

- a. TMET Recruitment and Selection Policy
- b. TMET Equality and Diversity Policy
- c. Leicester and Leicestershire SCITT Policies