



# **Public Sector Equality Duty**

The Priory Federation of Academies Trust

*The Priory Federation of Academies Trust (The Trust) will adhere to the requirements of the Equality Act 2010 by not discriminating against students, staff, volunteers or anyone involved in external agencies with which the organisation may be working with on the grounds of any protected characteristic.*

HR and Policies	What evidence do we hold that we eliminate unlawful discrimination, harassment and victimisation?	How do we advance equality of opportunity between people who share a protected characteristic and those who do not?	How do we foster good relations between people who share a protected characteristic and those who do not?
<p>The protected characteristics are:</p> <ul style="list-style-type: none"> <li>● Age*</li> <li>● Disability</li> <li>● Gender reassignment</li> <li>● Marriage and civil partnership*</li> <li>● Pregnancy and maternity</li> <li>● Race</li> <li>● Religion or belief</li> <li>● Sex</li> <li>● Sexual orientation</li> </ul> <p>*These characteristics apply to the Trust as employers, but not in relation to our provision for students.</p>	<ul style="list-style-type: none"> <li>- HR have a current case tracker, along with case files, showing the outcome of any case of discrimination, harassment or victimisation – there has been no recent reported cases.</li> <li>- Historical case trackers demonstrate that due to the way in which the Trust manages any concerns about staff behaviour, reoffending does not occur.</li> <li>- Low reported incidents of bullying, discrimination, harassment and victimisation.</li> <li>- Staff feedback identifies that the Trust takes any report seriously and acts upon any concerns in a timely manner.</li> <li>- The Trust policies identify a zero tolerance approach to discrimination, harassment and victimisation. Staff access these policies as part of their Induction.</li> <li>- For applications to Lincolnshire SCITT, recruiters do not have</li> </ul>	<ul style="list-style-type: none"> <li>- The recruitment process doesn't allow for any discrimination, candidates declarations under any protected characteristics, including their personal details identifying sex, are hidden from the shortlisting panel.</li> <li>- For applications to Lincolnshire SCITT, recruiters do not have access to the applicant's personal details (including information about protected characteristics) until after the offer of a place has been accepted.</li> <li>- When arranging interview days, disabilities that have been declared are considered and reasonable adjustments are made to ensure the candidate has the same opportunities and able bodied candidates are not given an advantage.</li> <li>- Risk assessments and reasonable adjustments are</li> </ul>	<ul style="list-style-type: none"> <li>- The Trust's Wellbeing group, which has representatives from all settings, has focused on educating leaders about mental health and how best to support staff who might be experiencing mental health problems. One of the initiatives of the group is the promotion of Mental Health Awareness Day.</li> <li>- The Trust has trained at least one staff Mental Health First Aider at each Academy to promote and signpost emotional wellbeing and mental health. Key staff delivering the Lincolnshire SCITT programme have also undertaken this training.</li> </ul>

	<p>access to the applicant's personal details (including information about protected characteristics) until after the offer of a place has been accepted.</p> <ul style="list-style-type: none"><li>- When interviewing candidates for Lincolnshire SCITT, a member of staff who is not on the interview panel asks the compulsory questions to avoid unconscious bias at interview.</li><li>- The Priory Profile identifies that the Trust's workforce is diverse given the context (geographical) in which recruitment takes place. The Profile shows a significant number of women in leadership positions, identifies that the Trust supports part-time staff and that pay is fair.</li><li>- Monitoring of recruitment allows the Trust to review the profile of our workforce and shows a good level of diversity given the context in which recruitment takes place.</li></ul>	<p>put in place for any member of staff who is protected under a disability, whether mental or physical.</p> <ul style="list-style-type: none"><li>- Indirect discrimination - The Trust provides unpaid leave for staff who are caring for dependants who may have a disability, to ensure they can attend medical appointments.</li><li>- The Lincolnshire SCITT training programme for trainee teachers covers protected characteristics and unconscious bias to ensure all children and young people have the same access to education.</li><li>- The Trust have taken part in projects led by Northern Lights throughout 2019-2020 which has focused on coaching women into leadership roles. As a result of the project a significant number of females who took part in the project went for, and were successful in attaining, promoted posts.</li><li>- Absence procedures and policies allow for reasonable adjustments, risk assessments, occupational health, counselling, CBT referrals to be made to support those defined with a disability.</li></ul>	
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	<b>What do we do to engage with the protected groups in order to eliminate unlawful discrimination, harassment and victimisation?</b>	<b>What do we do to engage with the protected groups in order to advance equality of opportunity?</b>	<b>What do we do to engage with protected groups in order to foster good relations?</b>
	<ul style="list-style-type: none"> <li>- Staff consultation on policies as they are written/reviewed, with a particular focus on trying to seek the views of staff with protected characteristics.</li> <li>- A Policy Impact Assessment is written before any new policy is implemented to ensure there is no adverse effect on any member of staff or student. Staff and/or student views are sought on any new policy.</li> <li>- HR hold fortnightly HR clinics at each Academy site, offering opportunity for staff members to discuss any concerns. This creates an open culture in which staff are encouraged to speak out if they have any queries, concerns or problems. As a result of the clinics the Trust have put together specialist workshops for staff on topics such as pensions and preparing for retirement.</li> <li>- The HR Team meet with staff who have protected characteristics to discuss their experience of working with the Trust and to identify any areas for improvement.</li> </ul>	<ul style="list-style-type: none"> <li>- The Trust does a staff survey, which includes questions on mental health and wellbeing and allows employees the opportunity to comment on any concerns.</li> <li>- Absence procedures, more specifically, the return to work meeting, allows engagement with those who are in the protected groups, as it provides them with an opportunity to discuss the reasons for the absence. This allows the Trust to make reasonable adjustments to allow the employee to return to work with the same opportunities. It also provides them with a safe space to discuss any concerns they might have.</li> <li>- The Trust have taken part in projects led by Northern Lights throughout 2019-2020 which has focused on coaching women into leadership roles. As a result of the project a significant number of females who took part in the project went for, and were successful in attaining, promoted posts.</li> </ul>	<ul style="list-style-type: none"> <li>- The protected group that is common within the Trust is disability. Specialist support is provided to mental and physical disabilities, including but not restricted to risk assessments, workstation equipment, counselling, CBT, Occupational Health Referrals.</li> <li>- The Trust is working on implementing a new initiative designed to support individuals as they depart for maternity leave and as they return to work. This initiative is a result of working with individuals who had recently been on maternity and seeking their views on what worked/what did not work.</li> <li>- The HR Team undertake extensive training to be able to best support individuals in the workplace, e.g. training on supporting staff through the menopause.</li> </ul>

	<ul style="list-style-type: none"> <li>- The Trust have taken part in projects led by Northern Lights throughout 2019-2020 which has focused on coaching women into leadership roles. As a result of the project a significant number of females who took part in the project went for, and were successful in attaining, promoted posts.</li> <li>- The Wellbeing Group meets with staff from each academy and their feedback drives the initiatives which are put into place, e.g. training on mental health for leaders.</li> </ul>	-	
	<p><b>How effective are we at eliminating unlawful discrimination, harassment and victimisation?</b></p>	<p><b>How effective are we at advancing equality of opportunity?</b></p>	<p><b>How effective are we at fostering good relations between people who share a protected characteristic and those who do not?</b></p>
	<ul style="list-style-type: none"> <li>- Case review allows statistics to show little or no cases of bullying/harassment with staff, with no evidence of reoffending where incidents have occurred.</li> <li>- Staff feedback identifies that the Trust takes any report seriously and acts upon any concerns in a timely manner.</li> <li>- The HR Clinics have created an open culture, which staff have embraced. Through early intervention, the clinics have prevented situations escalating</li> </ul>	<ul style="list-style-type: none"> <li>- Equality and Diversity projects across the Trust, including Women into Leadership provides women with a training programme aimed at encouraging them in leadership. This has enabled the Trust to increase the proportion of women in leadership roles across the Federation, previously an under-represented area.</li> <li>- The Trust reviews employees through any process including promotion, based on merits,</li> </ul>	<ul style="list-style-type: none"> <li>- The recent staff survey showed a high percentage of staff feel valued at work and enjoy their work. Staff feel respected by their colleagues and leaders and feel able to raise concerns if they have any.</li> </ul>

	and staff feel better supported and listened to.	not based on a protected characteristic. As a result of this, the Trust has a reasonable element of diversity in management roles (and promoted posts) considering the context in which it recruits.	
<b>Next steps</b>	To provide high quality coaching for all members of staff and specifically for those with protected characteristics.		