



# **Public Sector Equality Duty**

Lincolnshire SCITT

N Shore – SCITT Director

*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.*

**Lincolnshire SCITT enrolls trainees on the primary and secondary teacher training programme for a year-long course. Training occurs on a range of sites, including our own Keyworth Centre, University of Lincoln and in placement schools. The audit below cites evidence in addition to the Trust Central Services audit, which makes reference to a number of our recruitment and programme procedures.**

| <b>HR and Policies</b><br><i>(HR and compliance manager)</i>                                                                                                                                                                                                                                                                                                                                                                                      | <b>What evidence do we hold that we eliminate unlawful discrimination, harassment and victimisation? Map to evidence/records kept?</b>                                                        | <b>How do we advance equality of opportunity between people who share a protected characteristic and those who do not?</b>                                                                                                                                                           | <b>How do we foster good relations between people who share a protected characteristic and those who do not? Map to evidence/records kept?</b> |
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|                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <p>All trainees are required to adhere to the Trust Code of Conduct which explains the commitment to equality and their role in it in terms of zero tolerance of discriminatory behaviour</p> | <p>Trainees and staff have attended a full day's independent training on Diversity, Equality and Inclusion to understand inclusive practice.<br/>(Link to materials on Teams area)</p>                                                                                               | <p>Staff develop training to be fully inclusive and promote engagement from all.</p>                                                           |
| <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> | <p>DFE application process for every trainee prevents any possible discrimination<br/>Interviewers hold Safer recruitment certificates.</p>                                                   | <p>Accessibility Plan</p> <p>3 members of SCITT staff are trained as mental health first aiders and can signpost trainees or staff to the relevant support.</p> <p>The SCITT staff ensure risk assessments/support plans are in place to enable full engagement in the programme</p> |                                                                                                                                                |

|  | <b>What do we do to engage with the protected groups in order to eliminate unlawful discrimination, harassment and victimisation? Map to evidence/records kept?</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>                                                                                                                |
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|  | <p>Half termly forms allow trainees to feedback on provision and follow-up meetings are arranged. No issues of discrimination have been raised.</p> <p>Each trainee is assigned a named member of staff for pastoral support and well-being and HR clinics are arranged to allow any concerns to be raised.</p> <p>Trainee representatives are identified through whom any concerns can be raised. The SCITT team meet with the HR lead and discuss any adjustments that might be required to programme delivery according to the profile of the trainees.</p> | <p>All procedures are underpinned with an emphasis on the trainee's wellbeing and access to opportunity. Discussion and review with individuals always centres on ensuring equality of opportunity and any learning from such conversations is shared with the leadership team at the weekly meeting.</p> <p>Priory HR services triangulate this process and provide support for risk assessments, accessibility and reasonable adjustments.</p> | <p>Training in PHSE covers:</p> <p>Health and well-being<br/>Relationships and sex education and health education<br/>Creating a safe an inclusive learning environment</p>                            |
|  | <b>How effective are we at eliminating unlawful discrimination, harassment and victimisation? Map to evidence/records kept?</b>                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>How effective are we at advancing equality of opportunity?</b>                                                                                                                                                                                                                                                                                                                                                                                | <b>How effective are we at fostering good relations between people who share a protected characteristic and those who do not?</b>                                                                      |
|  | <p>The SCITT programme has generated an open culture as described above so that situations are prevented from escalating.</p> <p>Case review shows a willingness to understand any issues raised from the trainee's individual perspective.</p> <p>Data indicates extremely low incidents of discrimination, harassment and victimisation</p>                                                                                                                                                                                                                  | <p>The most recent IDSR indicates that there is nothing exceptional to report regarding ethnic minority recruitment which is to be viewed positively in terms of the context of the SCITT. Data would indicate that we are lower than average in recruitment of over-25s and we are actively reviewing recruitment practice to address this.</p>                                                                                                 | <p>The site has gender neutral toilets to prevent the issue of single-sex bathrooms.</p> <p>Trainees typically work well together and support each other in core training sessions and in schools.</p> |

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| <b>Next steps</b><br><b>Medium Term:</b> | Review advertising processes to strengthen accessibility, including advertising follow-up, statements of inclusion and release of questions in advance of interviews<br>Review recruitment procedures for secondary to target over 25 career changers<br>Further develop flexible approaches to training in 2024<br>Training on appropriate terminology for protected 'groups'<br>Ensure our commitment to Equality, Diversity and Inclusion is prominent on website and within commissioning processes |  |  |

