



# Public Sector Equality Duty Audit

**Lincolnshire ITT**

Reviewed: July 2025

*The Priory Federation of Academies Trust (The Trust) will adhere to the requirements of the Equality Act 2010 by not discriminating against all stakeholders with which the organisation may be working with on the grounds of any protected characteristic.  
Please refer to the Federation's Public Sector Duty audit for all actions and work relating to staff.*

*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 ITT 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 Clayton Road Conference Facility, 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 (HR and compliance manager)</b>	<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>
<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>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>DFE application process for every trainee prevents any possible discrimination.</p> <p>All interviewers hold safer recruitment certificates.</p>	<p>Trainees and staff have attended 2 full day's independent training on Diversity, Equality and Inclusion to understand inclusive practice. (Link to materials on Teams area)</p> <p>Accessibility Plan</p> <p>Members of the team are trained as mental health first aiders and can signpost trainees or staff to the relevant support.</p> <p>The Lincolnshire ITT staff ensure risk assessments/support plans are in place to enable full engagement in the programme.</p>	<p>Staff develop training to be fully inclusive and promote engagement from all.</p> <p>We have a diversity and inclusion input as part of induction and this allows for a celebration of difference and sharing of perspectives as appropriate. This sets an inclusive tone for all subsequent sessions.</p> <p>Inclusion and the contingent principles are articulated in our curriculum intent.</p>

	<p><b>What do we do to engage with the protected groups in order to eliminate unlawful discrimination, harassment and victimisation?</b></p> <p><b>Map to evidence/records kept?</b></p>	<p><b>What do we do to engage with the protected groups in order to advance equality of opportunity?</b></p>	<p><b>What do we do to engage with protected groups in order to foster good relations?</b></p>
	<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 Lincolnshire ITT 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 trainees' 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 review meetings.</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> <ul style="list-style-type: none"> <li>• Health and well-being</li> <li>• Relationships and sex education and health education</li> <li>• Creating a safe and inclusive learning environment</li> </ul>
	<p><b>How effective are we at eliminating unlawful discrimination, harassment and victimisation?</b></p> <p><b>Map to evidence/records kept?</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>
	<p>The Lincolnshire ITT programme has generated an open culture as described above so that situations are prevented from escalating.</p> <p>Lincolnshire ITT and Priory HR show 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>Data from 2024-25 indicates that recruitment of over 25s is aligned with the national average.</p> <p>Data over time matches the above statement.</p> <p>This will remain as a monitoring exercise on an annual basis.</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>

<b>Next steps</b> <b>Medium Term:</b>	<ul style="list-style-type: none"><li>• Continue to monitor advertising processes to strengthen accessibility, including advertising follow-up, statements of inclusion and release of questions in advance of interviews</li><li>• Continue to develop flexible approaches to training in 2025-26</li><li>• Training on appropriate terminology for protected 'groups'</li><li>• Ensure our commitment to Equality, Diversity and Inclusion is prominent on website and within commissioning processes</li><li>• Ensure our website meets accessibility requirements - ongoing</li></ul>
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**The Trust's equality objectives for 2026-2030 are as follows:**

1. Using our existing support frameworks, the Trust Digital Strategy will be developed to incorporate the Public Sector Equality Duty recommendations around ensuring accessibility for all.
2. To promote and monitor the involvement of all groups of students, and specifically those with protected characteristics, in the extra-curricular life of all the academies within the Trust.