



# Public Sector Equality Duty

Priory Academy LSST

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.

Our Academy	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>- Posters displayed in every classroom around academy listing the protected characteristics. This raises the students awareness of these issues further and supports work done in Awareness programme and within curriculum with students</li> <li>- <b>Enrichment tracker means that students with protected characteristics can be monitored.</b></li> <li>- <b>Students are trained as Hate Crime Ambassadors, Anti-Bullying Ambassadors, Peer Mentors and there is the Priory Pride group.</b></li> <li>- Assemblies &amp; Awareness programme are used to tackle issues.</li> <li>- <b>'My Concerns' and the SIMS log ensure incidents are reported promptly and dealt with.</b></li> <li>- <b>There is a separate log for Racist and discriminatory incidents, demonstrating a low incident rate.</b></li> </ul>	<ul style="list-style-type: none"> <li>- <b>All students can access the full curriculum</b></li> <li>- The academy has 2 Awareness Days during the year</li> <li>- Awareness programme &amp; assemblies.</li> <li>- <b>Clubs, trips, activities are open to all students</b></li> <li>- Translators are used for meetings with parents where required.</li> <li>- Exam arrangements are provided for all students where needed, for example a partially sighted student currently at the academy.</li> <li>- Students from overseas are able to take the A level language examination in their 1<sup>st</sup> language if it is available.</li> <li>- A sign language expert was used at the last Year 6 welcome evening.</li> <li>- Admissions procedures have been developed to include admission forms in different languages.</li> <li>- SLT hold 'drop in' evenings open to all parents.</li> <li>- <b>Equality is promoted across the curriculum especially in RE and</b></li> </ul>	<ul style="list-style-type: none"> <li>- <b>We have regular links with the local community including PCSO meetings, Bracebridge &amp; Manse Neighbourhood Board, RAF Waddington Service Pupils. This builds community links and understanding especially between different generations</b></li> <li>- Academy Safeguarding team host LAC cluster meetings. This network helps us to keep up to date with good practice and initiatives in other schools to support students and others with protected characteristics, which we can then use to support our own students.</li> <li>- <b>The RE department are currently working with a member of the local Jewish community to support GCSE students. A Buddhist monk also visited recently. With the Jewish visit students were selected to join the event and then to disseminate information to their classes in order to maximise the impact. The Buddhist visit covered a whole year group and will be shared with</b></li> </ul>

		<p>Awareness. All students sit GCSE RE at the end of Year 10.</p> <ul style="list-style-type: none"> <li>- We take part in the Red Box initiative to tackle 'period poverty' and the academy now provides free 'period products' around the academy site. This initiative is publicised in assemblies.</li> </ul>	<p>subsequent year groups in the future.</p> <ul style="list-style-type: none"> <li>- Regular communication with parents/carers</li> <li>- Visits from Sir Ian McKellan founder of Stonewall and Dr Elly Barnes of Educate &amp; Celebrate have raised awareness of LGBT+ issues. As well as speaking to students, Dr Barnes delivered training to all staff. Her visit led to the academy becoming Educate &amp; Celebrate members and working towards completing their award programme. A key impact is that students have taken on the running of 'Priory Pride' within the academy to support fellow students. Led by the students, LGBT + Awareness was celebrated in February with assemblies and posters around the academy.</li> <li>- We are pro-active in responding to issues raised by students on an 'ad hoc' basis, for example creating a lunchtime prayer room for some Muslim girls.</li> </ul>
	<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>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>
	<ul style="list-style-type: none"> <li>- SEN student profiles written to reflect areas of need incorporating student voice</li> </ul>	<ul style="list-style-type: none"> <li>- Student council meet regularly and have representatives from Priory Pride.</li> <li>- Student questionnaires completed for all year groups</li> </ul>	<ul style="list-style-type: none"> <li>- SEND department in the academy provides day to day support in school for students including those with disabilities</li> </ul>

	<ul style="list-style-type: none"> <li>- PLMs &amp; Learning Strategies provide support for social/emotional/physical issues.</li> <li>- Regular SEN review meetings are held with parents/carers and students</li> <li>- The Academy has adopted a gender neutral uniform policy</li> <li>- The Academy is part of the Educate &amp; Celebrate programme and recently achieved the silver award.</li> <li>- Religious and cultural celebrations such as Chinese New Year are celebrated in the academy</li> </ul>	<ul style="list-style-type: none"> <li>- PP mentor meetings carried out</li> <li>- Peer listeners are available to support students.</li> </ul>	<ul style="list-style-type: none"> <li>- Student council minutes record discussions and outcomes of relevant issues.</li> <li>- Members of Jewish &amp; Buddhist communities have delivered sessions to students.</li> <li>- Liaison with outside agencies and representatives from protected groups such as Educate &amp; Celebrate to support and inform practice.</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>- SIMS and My Concerns ensures that staff report any incidents.</li> <li>- Pastoral &amp; safeguarding teams respond to incidents immediately</li> <li>- Assistant Headteacher Pastoral, DSL, DDSL and SENDCO meet weekly to review any incidents.</li> <li>- Head of Year and PLM for each year group</li> <li>- Relevant training available for all staff both in and out of the academy, training logs are kept.</li> <li>- Awareness programme monitored weekly by SLT</li> <li>- Data is produced for relevant groups such as SEND.</li> </ul>	<ul style="list-style-type: none"> <li>- PP funding used to support participation in extra-curricular activities and to provide additional classroom/academic support where required</li> <li>- Prefect body, especially senior prefect team in recent years reflect equality of opportunity for all students.</li> <li>- Staff openly support groups such as wearing Priory Pride badges and they challenge and address any homophobic or other discriminatory comments or actions.</li> </ul>	<ul style="list-style-type: none"> <li>- Parent Evening questionnaires</li> <li>- Parent questionnaires go out with all reports</li> <li>- Staff wellbeing champions</li> <li>- Awareness Days</li> <li>- Student voice is collected for parental meetings, TACs, CINs, CPCs and LAC reviews.</li> </ul>

	<ul style="list-style-type: none"><li>- Immediate action is taken by staff when any concerns or incidents are reported and actions/impact are recorded in Pastoral Logs and My Concerns chronology.</li></ul>		
<b>Next steps</b>	To promote and monitor the involvement of all groups of students, and specifically those with protected characteristics, in the extracurricular life of the academy.		

