



Public Sector Equality Duty Audit

Priory Apprenticeships

Review by: E Potter

Reviewed: July 2026

*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 Trust's Equality Objectives for 2021-2025 were:

1. To cascade and embed ongoing equality and diversity training across the Trust, using our existing support frameworks to continue to improve understanding and to help eliminate discrimination.
2. To promote and monitor the involvement of all groups of pupils, and specifically those with protected characteristics, in the extra-curricular life of all the academies within the Trust.

The Trust's Equality Objectives for 2026 – 2030 are:

3. To develop a bespoke professional learning programme for staff on equality, diversity and inclusion which enables them to deliver high-quality, specialist training to stakeholders as required.
4. To promote and monitor the involvement of all groups of pupils, and specifically those with protected characteristics, in the extra-curricular life of all the academies within the Trust.

The context in which the setting works:

Prory Apprenticeships recruits apprentices to complete an apprenticeship programme or learners to complete Adult Learning Programmes whilst working either for the Trust or an external company. Learning occurs on a range of sites, including our own Clayton Road Conference Facility and in their place of work. The audit below cites evidence in addition to the Trust Central Services audit, which makes reference to a number of our recruitment procedures.

The characteristics protected by the Equality Act are:

1. Age*
2. Disability
3. Gender reassignment
4. Marriage and civil partnership*
5. Pregnancy and maternity
6. Race
7. Religion or belief
8. Sex
9. Sexual orientation

*These characteristics apply to the Trust as employers, but not in relation to our provision for pupils.

What do we do in order to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between individuals who share a protected characteristic and those who do not?

- The application process for every learner prevents any possible discrimination.
- At least one member of the interview panel holds a safer recruitment qualification.
- Data indicates extremely low incidents of discrimination, harassment and victimisation.
- All staff working for Priory Apprenticeships will undergo training on Equality, Diversity and Inclusion.
- There is an Accessibility Plan for Clayton Road, as well as all other Trust sites.
- Members of the team are trained as mental health first aiders and can signpost learners or staff to the relevant support.
- Priory Apprenticeships staff ensure risk assessments/support plans are in place to enable full engagement in the programme.
- The Apprenticeships Team conduct 1-1 check ins with every learner, to provide another forum for raising concerns or talking through any issues.
- Priory Apprenticeships employs a dedicated SEND and Inclusion Lead, who also fulfils the role of Designated Teacher.
- Staff develop training to be fully inclusive and promote engagement from all.
- The Trust has an EDI Champion who delivers training and workshops to all staff, as well as delivering training to learners upon request.
- Inclusion and the contingent principles are articulated in our curriculum.

What do we do to engage with the protected groups in order to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations?

- Progress reviews enable learners to raise concerns or talk through any issues.
- Each learner is assigned a named member of staff for pastoral support and well-being and HR support is available if needed. HR clinics are arranged to allow any concerns to be raised. This is accessible for Priory staff and apprentices working for external organisations.
- The Apprenticeships Team meet with the HR lead and discuss any adjustments that might be required to programme delivery according to the profile of the learners.
- The Apprenticeships Team conduct 1-1 check ins with every learner, to provide another forum for raising concerns or talking through any issues.
- All procedures are underpinned with an emphasis on the learners' wellbeing and access to opportunity. Discussion and review with individuals focus on equality of opportunity and any learning from such conversations is shared with the leadership team at the review meetings.
- Priory HR services triangulate this process and provide support for risk assessments, accessibility and reasonable adjustments.
- The Trust conducts an annual staff survey, which includes questions on mental health and wellbeing and allows employees the opportunity to comment on any concerns.
- Priory Apprenticeships conduct learner surveys and evaluation, which includes questions on wellbeing.
- The Trust has an embedded Equality, Diversity and Inclusion Working Group which includes a Development Strategy.
- The Trust's EDI Champion seeks feedback from individuals with protected characteristics, and this can be used to develop training and/or Trust strategy.

How effective are we at eliminating unlawful discrimination, harassment and victimisation, advancing equality of opportunity and fostering good relations?

- Priory Apprenticeships has generated an open culture as described above so that situations are prevented from escalating.
- Priory Apprenticeships and Priory HR show a willingness to understand any issues raised from the learner's individual perspective.
- Data indicates extremely low incidents of discrimination, harassment and victimisation.
- Apprentices/learners are recruited from all age ranges.
- Learner voice/feedback is positive and indicates that learner needs are being met.
- The site has gender neutral toilets.
- Learners typically work well together and support each other in workshops.

Next Steps:

- Continue to monitor advertising processes to strengthen accessibility, including advertising follow-up, statements of inclusion and release of questions in advance of interviews.
- Continue to develop flexible approaches to training in 2026-27.
- Training to be delivered on appropriate terminology for protected 'groups', and ensuring all staff benefit from the Trust's Professional Learning Programme for Equality, Diversity and Inclusion.
- Ensure our commitment to Equality, Diversity and Inclusion is prominent on our website and within commissioning processes.
- Through evaluation, ensure learner voice evidences Priory Apprenticeships commitment to equality, diversity, inclusion and wellbeing.
- Ensure our website meets accessibility requirements – ongoing.