

Public Sector Equality Duty Audit

Lincolnshire ITT

Review by: A Chisholm

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:

1. 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.
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 context in which the setting works:

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, The University of Lincoln and in placement schools. The audit below cites evidence in addition to the Trust's, which makes reference to a number of our recruitment and programme 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?

- All trainees are required to adhere to a Code of Conduct which explains the commitment to equality and their role in it in terms of zero tolerance of discriminatory behaviour.
- DfE application process for every trainee prevents any possible discrimination.
- All interviewers hold safer recruitment certificates.
- Accessibility Plan.
- Members of the wider team are trained as mental health first aiders and can signpost trainees or staff to the relevant support.
- Lincolnshire ITT staff ensure risk assessments/support plans are in place to enable full engagement in the programme.
- Staff develop training to be fully inclusive and promote engagement from all.
- 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.
- Inclusion and the contingent principles are articulated in our curriculum intent.

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?

- Half termly forms allow trainees to feedback.
- Each trainee is assigned a named member of staff for well-being and HR clinics are arranged to allow any concerns to be raised.
- 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.
- All procedures are underpinned with an emphasis on trainees' wellbeing and access to opportunity. Discussion and review with individuals always centre on ensuring 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.
- Training in PHSE covers:
 - Health and well-being;
 - Relationships and sex education and health education; and
 - Creating a safe and inclusive learning environment.

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

- The Lincolnshire ITT programme has generated an open culture as described above so that situations are prevented from escalating.
- Lincolnshire ITT and Priory HR show a willingness to understand any issues raised from the trainee's individual perspective.
- Data indicates extremely low incidents of discrimination, harassment and victimisation.
- The site has gender neutral toilets to prevent the issue of single-sex bathrooms.
- Trainees typically work well together and support each other in core training sessions and in schools.

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.
- Ensure our commitment to Equality, Diversity and Inclusion is prominent on website and within commissioning processes.
- Ensure our website meets accessibility requirements – ongoing.

