



# Public Sector Equality Duty Audit

## Priory Apprenticeships

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 anyone on the grounds of any protected characteristic.*

**Priory 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 protected characteristics are:   | What evidence do we hold that we eliminate unlawful discrimination, harassment and victimisation? Map to evidence/records kept?  | 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? Map to evidence/records kept?  |
|--|--|---|--|
| <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>The application process for every learner prevents any possible discrimination.</p> <p>At least one member of the interview panel holds a safer recruitment qualification.</p> <p>Data indicates extremely low incidents of discrimination, harassment and victimisation.</p> | <p>All staff working for Priory Apprenticeships will undergo training on Equality, Diversity and Inclusion.</p> <p>There is an Accessibility Plan for Clayton Road, as well as all other Trust sites.</p> <p>Members of the team are trained as mental health first aiders and can signpost learners or staff to the relevant support.</p> <p>Priory Apprenticeships 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>The Trust has an EDI Champion who delivers training and workshops to all staff, as well as delivering training to learners upon request.</p> <p>Inclusion and the contingent principles are articulated in our curriculum.</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>Progress reviews enable learners to raise concerns or talk through any issues.</p> <p>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.</p> <p>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.</p> | <p>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.</p> <p>Priory HR services triangulate this process and provide support for risk assessments, accessibility and reasonable adjustments.</p> | <p>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.</p> <p>The Trust has an embedded Equality, Diversity and Inclusion Working Group which includes a Development Strategy.</p> <p>The Trust's EDI Champion seeks feedback from individuals with protected characteristics, and this can be used to develop training and/or Trust strategy.</p> |
|  | <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>Priory Apprenticeships has generated an open culture as described above so that situations are prevented from escalating.</p> <p>Priory Apprenticeships and Priory HR show a willingness to understand any issues raised from the learner's individual perspective.</p> <p>Data indicates extremely low incidents of discrimination, harassment and victimisation.</p>   | <p>Apprentices/learners are recruited from all age ranges.</p> <p>Learner voice/feedback is positive and indicates that learner needs are being met.</p>  | <p>The site has gender neutral toilets to prevent the issue of single-sex bathrooms.</p> <p>Learners typically work well together and support each other in workshops.</p>   |

**Next steps****Medium Term:**

- 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 2025-26
- Training on appropriate terminology for protected 'groups'
- Ensure our commitment to Equality, Diversity and Inclusion is prominent on website and within commissioning processes
- Ensure our website meets accessibility requirements - ongoing