

Equality Objectives Action Plan

Providence Learning Partnership (PLP) is committed to Equality, Diversity and Inclusion and in accordance with our duties under The Equality Act are pleased to publish our objectives in respect of the Public Sector Equality Duty (PSED).

The Equality Act (PSED) General Duties are:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.
- Advance Equality of Opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Each site within our Trust sets their own equality objectives annually following the standard Trust format below. The Equality Objectives Action Plan is discussed and reported at least annually by the designated senior leader at each setting.

Equality Objective	Specific Action Required	Lead	Planned Outcome	Timescale
Review staff recruitment processes to ensure we are attracting and encouraging diversity.	<ul style="list-style-type: none"> • Identify and then analyse our staff recruitment trends over time, for a variety of positions, to better understand what we are doing well and what we can improve moving forward. • Research where other organisations have had success in attracting applications from a diverse range of backgrounds. • Respond in a timely manner to the results of our analysis. 	KOr	Better promotion of equality, diversity and inclusion through our recruitment processes.	Autumn 2024
Research equality, diversity and inclusion awards that will support us in demonstrating our commitment to EDI in the Trust and then consider applying for them if they are appropriate.	<ul style="list-style-type: none"> • Seek out awards that seek to exemplify good practice in education e.g. F.R.E.D.I.E. (Fairness, Respect, Equality, Diversity, Inclusion, Engagement in the workplace) and Investors in Diversity. • Identify an EDI lead from the central team who can support us in applying for one or more of the identified awards (if deemed appropriate). 	ETa tbc	Better promotion of equality, diversity and inclusion through national recognition.	Summer 2025
Ensure equality and diversity are included in our Trust website and seek to expand inclusion into our Academy websites.	<ul style="list-style-type: none"> • Create an equality and diversity page on our website that includes: <ul style="list-style-type: none"> - A position statement - introduction - Quotes from stakeholders, staff, surveys. - Policy - Awards - Objectives • Identify ways of expanding upon the above through our social platforms, if appropriate. 	ETa ETa	Better promotion of equality, diversity and inclusion through our social platforms.	Autumn 2024