

Equality Information demonstrating how Aquinas complies with the Public Sector Equality Duty (PSED)

The Trust will measure progress in achieving the requirements of the PSED by assessing its activities against the PSED characteristics and will gather feedback from all stakeholders. In addition, there will be further training for staff on Equality and Diversity and for pupils through the curriculum.

Protected Characteristic	Group	What evidence do we hold that we <u>eliminate unlawful discrimination, harassment and victimisation?</u>	What evidence do we hold that we <u>advance equality of opportunity</u> with those who share a protected characteristic and those who do not	What evidence do we hold that we <u>foster good relations</u> with people who share a protected characteristic and those who do not?	What actions do we need to take which will form our objectives
Race	All	Trust Equality Policy and Single Equality Scheme and Equality Objectives.	Celebration of diversity through inclusion. Christian worship and PSHE further promotes this.	Trust vision and ethos. The Christian character of the Trust which promotes inclusion. Worship, tutor time, PHSE. We listen to this group through Parent Voice, forums and questionnaires	Quality assure that policies are embedded. Have localised processes. Improved communication with stakeholders
	Staff	Trust Equality Policy and Single Equality Scheme and Equality Objectives. Recruitment, Pay, and Appraisal Policies. Staff Handbook. HR data.	Fair and unbiased recruitment and appraisal process throughout the Trust. Ongoing staff training. Merit based career progression	Monitoring of the workforce. Staff wellbeing package.	Continue to monitor employment to move towards a greater reflection of the Trust community.
	Pupils	Trust Equality Policy and Single Equality Scheme and Equality Objectives. Anti-Bullying and behaviour Management Policy. SIMS and ISAMS records. Comparative attainment data. Racist incident log.	School Councils at all academies. School counselling is also available at all academies. Review of progress and attainment data at academy and Trust level. School trips and celebrations of diversity, culture and faiths	Assemblies, worship and the school council.	More Trust events celebrating ethnic diversity and external speakers.

Disability	All	Trust Equality Policy and Single Equality Scheme and Equality Objectives. Accessibility plans	Trust Equality Policy and DDA compliance and accessibility plan.	Trust vision. We listen to this group through Parent Voice, forums and questionnaires	Quality assure that policies are embedded. Have localised processes. Ensure that accessibility plans are fit for purpose.
	Staff	Trust Equality Policy and Single Equality Scheme and Equality Objectives. Recruitment and Appraisal Policies. Staff Handbook. HR data on disabled staff.	DDA compliance with reasonable adjustments being made. Fair recruitment and appraisal process. Fair sickness provisions. Staff well-being package.	Fair and transparent HR processes. Reasonable adjustments being made. Staff briefings.	Monitor recruitment of staff with a disability and review their integration and progression. Ongoing training to ensure the inclusion of all pupils
	Pupils	SEN policy and achievement data. Data on disabilities and adjustments made. Exam access. DDA compliance. Admissions policy. Anti-bullying policy.	PSHE, worship, assemblies and the curriculum. Care plans for pupils with SEND	Communication between parents and SEN and inclusion teams within the academies. Support provided to students with disabilities.	Make students aware of those with disabilities. Ongoing monitoring that the curriculum is accessible.
Sex	All	Trust Equality Policy and Single Equality Scheme and Equality Objectives.	Trust Equality Policy.	HR policies and procedures.	Quality assure that policies are embedded. Have localised processes.
	Staff	Trust Equality Policy and Single Equality Scheme and Equality Objectives. Recruitment and Appraisal Policies. Staff Handbook. HR data.	Fair recruitment and appraisal process with wording for posts being such as to appeal to the widest audience. Access to training. Staff wellbeing package.	Fair and transparent processes for all aspects of staffing policies. Published staff promotion criteria to improve transparency. Training availability and attendance.	Ongoing monitoring
	Pupils	Academy sex and relationship policy and curriculum. Pupil progress and attainment results.	Inclusion, curriculum, assemblies, behaviour management, school counselling and student council.	Curriculum and syllabus data. Attendance data. Mixed sports teams and competitions. No stereotyping.	Encourage positive role models in school.

Gender Reassignment	All	Trust Equality Policy and Single Equality Scheme and Equality Objectives.	Trust Equality Policy.	Trust Vision, Counselling available at each academy, Wellbeing package.	Quality assure that policies are embedded. Have localised processes.
	Staff	Trust Equality Policy and Single Equality Scheme and Equality Objectives. Recruitment and Appraisal Policies. Staff Handbook.	Fair recruitment and appraisal process with wording for posts being such as to appeal to the widest audience. Access to training. Staff wellbeing package.	Staff briefings.	
	Pupils	Anti-Bullying.	School counselling and student council. Curriculum, assemblies, behaviour management, school counselling and student council	Assemblies promoting diversity. Counselling available at the academies. Student Council.	Monitor bullying.
Pregnancy and Maternity	All	Trust Equality Policy and Single Equality Scheme and Equality Objectives.	Compliance with legislative and Trust guidelines.	Ongoing communication and support.	Improve pay and conditions.
	Staff	Trust Equality Policy and Single Equality Scheme and Equality Objectives Recruitment and Appraisal Policies. Staff Handbook. HR data on rate of return post maternity.	Compliance with legislation, maternity entitlements flexible working requests/ adjustments made.	Wellbeing package and Paternity leave. Flexible working considered for all staff.	Improve pay and conditions.
	Pupils	Pupil data. Achievement data. Adjusted timetable.	Adjustments made to support learning, flexibility in terms of curriculum and exams. School counselling and student council.	Support of pastoral team and the availability of counselling. Ongoing communication and support. Ability to continue to access education.	Improved sex and relationship education and awareness for students.
Age	All	Trust Equality Policy and Single Equality Scheme and Equality Objectives.	Compliance with Trust policy.	Trust vision and the fair implementation of policies.	

	Staff	Trust Equality Policy and Single Equality Scheme and Equality Objectives. HR data on age profile. HR policies and procedures. Availability of training.	Compliance with legislation and the recruitment and appraisal process.	The inclusivity of promotion, training and all other events throughout the Trust and its academies.	Availability of flexible working to promote transition to retirement.
	Pupils	Tutor time and curriculum.	Transition events between Key stages. School council.	Events at all academies are inclusive.	Availability of work experience for more students
Religion	All	Trust Equality Policy and Single Equality Scheme and Equality Objectives.	Reasonable adjustments for religious observation.	Trust vision and community involvement. Through Parent Voice, forums and questionnaire the academies talk to all religious affiliations within the Trust's community.	
	Staff	Trust Equality Policy and Single Equality Scheme and Equality Objectives. Staff handbook. Recruitment policy. HR data.	Compliance with the recruitment and appraisal processes.	Staff briefings. Reasonable adjustments associated with religious beliefs	Have an alternative faith area for religious observance
	Pupils	Trust Equality Policy and Single Equality Scheme and Equality Objectives. Admissions policy. PSHE.	RE curriculum. Academy assemblies, worship and PSHE. School Council.	Assemblies. Reasonable adjustments associated with religious beliefs.	Have an alternative faith area for religious observance. Visits and visitors from all faiths are promoted
Sexual Orientation	All	Trust Equality Policy and Single Equality Scheme and Equality Objectives.	Trust Equality Policy.	Trust Vision	Raising awareness throughout the Trust.
	Staff	Trust Equality Policy and Single Equality Scheme and Equality Objectives.	Compliance with the Trust's recruitment and appraisal processes. Staff well-being package.	Staff briefings and well being package.	

		Employee Handbook. HR data.			
	Pupils	Tutor and worship time. Admission policy. Pupil population data. Pupil exclusion for discriminatory behaviour.	School counselling and student council. Curriculum, assemblies, behaviour management, school counselling and student council	Pastoral support and counselling provided to pupils.	