

## Equality Information demonstrating how Aquinas complies with the Public Sector Equality Duty 2019/2020

Protected Characteristic	Group	What evidence do we hold that we <i>eliminate unlawful discrimination, harassment and victimisation</i> ?	What evidence do we hold that we <i>advance equality of opportunity</i> with those who share a protected characteristic and those who do not	What evidence do we hold that we <i>foster good relations</i> with people who share a protected characteristic and those who do not?
Race	Parent/ carers	<ul style="list-style-type: none"> <li>Trust Equality Policy</li> <li>Compliance with Public Sector Equality Duty (PSED)</li> <li>Equality Objectives</li> <li>Equality Information</li> <li>Complaint handling</li> </ul>	<ul style="list-style-type: none"> <li>Trust Equality Policy</li> <li>Compliance with PSED</li> <li>Equality Objectives.</li> <li>Equality Information</li> </ul>	<ul style="list-style-type: none"> <li>Trust vision and ethos</li> <li>Parent elected representatives on each academy's Aquinas Advisory Council (AAC)</li> <li>Views are regularly sought through Parent Voice, forums and questionnaires</li> <li>We seek to communicate regularly to keep all groups aware of what is being done</li> <li>Working towards a more ethnically representative membership of the AAC</li> </ul>
	Staff	<ul style="list-style-type: none"> <li>Trust Equality Policy</li> <li>Compliance with PSED</li> <li>Equality Objectives</li> <li>Equality Information</li> <li>Recruitment, Pay and Appraisal Policies</li> <li>Employee Handbook</li> <li>HR data</li> </ul>	<ul style="list-style-type: none"> <li>Fair recruitment and appraisal processes throughout the Trust using a standard procedure</li> <li>Regular monitoring of employment to move towards a greater reflection of the Trust community</li> <li>Ongoing staff CPD offer and a merit-based career progression.</li> <li>HR Data</li> </ul>	<ul style="list-style-type: none"> <li>Quality assure that policies are embedded</li> <li>Ensure robust localised processes are in place</li> <li>Monitoring of the workforce.</li> <li>Staff wellbeing package (Health Assured)</li> <li>Regular Staff wellbeing surveys</li> <li>Trust wide wellbeing initiative</li> <li>Care is taken to meet the needs of staff with protected characteristics e.g. risk assessments for BAME staff during COVID-19 pandemic</li> </ul>
	Pupils	<ul style="list-style-type: none"> <li>Trust Equality Policy</li> <li>Compliance with PSED</li> <li>Equality Objectives</li> <li>Equality Information</li> <li>Admissions Policy</li> <li>Behaviour Management Policy</li> <li>Anti-Bullying Policy</li> <li>SIMS records</li> <li>Comparative attainment data</li> <li>Log recording number of incidents of racist/homophobic/biphobic/transphobic bullying</li> <li>Complaint handling</li> </ul>	<ul style="list-style-type: none"> <li>Celebration of diversity through inclusive curriculum</li> <li>Christian worship and PSHE promotes equality</li> <li>Pupil voice via School Councils at all academies</li> <li>Counselling also available at all academies</li> <li>Review of progress and attainment data at academy and Trust level</li> <li>School trips</li> <li>Celebrations of diversity, culture and faiths</li> </ul>	<ul style="list-style-type: none"> <li>The Christian character of the Trust which promotes inclusion</li> <li>Assemblies, worship, tutor time, PSHE</li> <li>Embed diversity into the curriculum</li> <li>Inclusivity at all academies</li> <li>Anti-Bullying week</li> <li>School council</li> </ul>

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Disability	Parent/ carers	<ul style="list-style-type: none"> <li>Trust Equality Policy</li> <li>Compliance with PSED</li> <li>Equality Objectives</li> <li>Equality Information</li> <li>DDA compliance</li> <li>Accessibility plans</li> </ul>	<ul style="list-style-type: none"> <li>Trust Equality Policy</li> <li>Compliance with PSED</li> <li>Equality Objectives</li> <li>Equality Information</li> <li>DDA compliance</li> <li>Accessibility plan</li> <li>Quality assure that policies are embedded</li> <li>Ensure robust localised processes are in place</li> <li>Ensure accessibility plans are fit for purpose and regularly updated to reflect changes to the academy premises</li> </ul>	<ul style="list-style-type: none"> <li>Trust vision and ethos</li> <li>Specialist advice to secure more accessible buildings</li> <li>Parent elected representatives on each academy's Aquinas Advisory Council (AAC)</li> <li>Views are regularly sought through Parent Voice, forums and questionnaires</li> <li>Regular communication to keep all groups aware of what is being done</li> </ul>
	Staff	<ul style="list-style-type: none"> <li>Trust Equality Policy</li> <li>Compliance with PSED</li> <li>Equality Objectives</li> <li>Equality Information</li> <li>Accessibility plans</li> <li>Recruitment and Appraisal Policies</li> <li>Employee Handbook</li> <li>HR data on disabled staff</li> </ul>	<ul style="list-style-type: none"> <li>Where possible, making reasonable adjustments to support staff to ensure DDA compliance</li> <li>Accessibility plan</li> <li>Fair recruitment and appraisal process</li> <li>Monitor recruitment of disabled staff and review their integration and ongoing career progression</li> <li>Fair sickness absence provisions</li> <li>Staff wellbeing package</li> </ul>	<ul style="list-style-type: none"> <li>Fair and transparent HR processes</li> <li>Reasonable adjustments being made</li> <li>Specialist advice to secure more accessible buildings</li> <li>Ongoing staff training to ensure the inclusion of all pupils</li> <li>Staff briefings</li> </ul>
	Pupils	<ul style="list-style-type: none"> <li>Trust Equality Policy</li> <li>Compliance with PSED</li> <li>Equality Objectives</li> <li>Equality Information</li> <li>Accessibility plans</li> <li>SEND policy and achievement data.</li> <li>Data on disabilities and adjustments made</li> <li>Exam access</li> <li>Admissions policy</li> <li>Anti-Bullying policy</li> </ul>	<ul style="list-style-type: none"> <li>Where possible, making reasonable adjustments to support students to ensure DDA compliance</li> <li>Accessibility plan</li> <li>PSHE, worship and assemblies</li> <li>Ongoing monitoring to ensure the curriculum is accessible to all</li> </ul>	<ul style="list-style-type: none"> <li>Communication between parents and SEND/Inclusion teams within the academies</li> <li>Ongoing support provided to students with disabilities/EHCPs including liaison with specialist external providers</li> <li>School Business Managers regularly review access to buildings</li> <li>Encourage students to become more aware of those with disabilities in the school community</li> </ul>

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Sex	Parent/ carers	<ul style="list-style-type: none"> <li>Trust Equality Policy</li> <li>Compliance with PSED</li> <li>Equality Objectives</li> <li>Equality Information</li> </ul>	<ul style="list-style-type: none"> <li>Trust Equality Policy</li> <li>Compliance with PSED</li> <li>Equality Objectives</li> <li>Equality Information</li> </ul>	<ul style="list-style-type: none"> <li>Trust vision and ethos</li> <li>Quality assure that policies are embedded</li> <li>Ensure robust localised processes are in place</li> </ul>
	Staff	<ul style="list-style-type: none"> <li>Trust Equality Policy</li> <li>Compliance with PSED</li> <li>Equality Objectives</li> <li>Equality Information</li> <li>Recruitment and Appraisal Policies.</li> <li>Employee Handbook.</li> <li>HR data</li> </ul>	<ul style="list-style-type: none"> <li>Fair recruitment and appraisal process</li> <li>Access to training</li> <li>Staff wellbeing package.</li> </ul>	<ul style="list-style-type: none"> <li>HR policies and procedures</li> <li>Fair and transparent processes</li> <li>Quality assure that policies are embedded</li> <li>Ensure robust localised processes are in place</li> <li>Ongoing monitoring</li> <li>Training availability and attendance.</li> </ul>
	Pupils	<ul style="list-style-type: none"> <li>Academy Relationships, Sex &amp; Health Education policy</li> <li>Anti-Bullying policy</li> <li>Curriculum and implementation of latest Government guidance</li> <li>Pupil progress and attainment results</li> <li>Ensure Government guidance is actioned</li> </ul>	<ul style="list-style-type: none"> <li>RSHE</li> <li>Inclusion</li> <li>Curriculum</li> <li>Assemblies/worship</li> <li>Behaviour management</li> <li>School counselling</li> <li>Pupil voice via School Councils at all academies</li> </ul>	<ul style="list-style-type: none"> <li>Diverse curriculum</li> <li>Careers information accessible to all pupils</li> <li>Equality of opportunity in relation to all careers guidance</li> </ul>

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Gender Reassignment	Parents/ carers	<ul style="list-style-type: none"> <li>Trust Equality Policy</li> <li>Compliance with PSED</li> <li>Equality Objectives</li> <li>Equality Information</li> </ul>	<ul style="list-style-type: none"> <li>Trust Equality Policy</li> <li>Compliance with PSED</li> <li>Equality Objectives</li> <li>Equality Information</li> </ul>	<ul style="list-style-type: none"> <li>Trust vision and ethos</li> </ul>
	Staff	<ul style="list-style-type: none"> <li>Trust Equality Policy</li> <li>Compliance with PSED</li> <li>Equality Objectives</li> <li>Equality Information</li> <li>Recruitment and Appraisal Policies</li> <li>Employee Handbook.</li> </ul>	<ul style="list-style-type: none"> <li>Fair recruitment and appraisal process</li> <li>Access to training</li> <li>Staff wellbeing package.</li> </ul>	<ul style="list-style-type: none"> <li>Specialist training for staff</li> <li>Staff briefings</li> <li>Counselling available at each academy</li> <li>Wellbeing package.</li> </ul>
	Pupils	<ul style="list-style-type: none"> <li>Trust Equality Policy</li> <li>Compliance with PSED</li> <li>Equality Objectives</li> <li>Equality Information</li> <li>RSHE policy</li> <li>Anti-Bullying policy</li> <li>Safeguarding processes takes into account pupils struggling with their sexuality</li> </ul>	<ul style="list-style-type: none"> <li>Behaviour Management policy</li> <li>Inclusive curriculum</li> <li>Data on incidence of bullying</li> <li>School counselling</li> <li>Pupil voice via School Councils at all academies</li> </ul>	<ul style="list-style-type: none"> <li>Assemblies promoting diversity</li> <li>Counselling available at the academies</li> <li>Student Council</li> </ul>

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Pregnancy/ Maternity/ Paternity	Parent/ carer	<ul style="list-style-type: none"> <li>Trust Equality Policy</li> <li>Compliance with PSED</li> <li>Equality Objectives</li> <li>Equality Information</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with legislative and Trust guidelines.</li> </ul>	<ul style="list-style-type: none"> <li>Trust vision and ethos</li> <li>Ongoing communication and support.</li> </ul>
	Staff	<ul style="list-style-type: none"> <li>Trust Equality Policy</li> <li>Compliance with PSED</li> <li>Equality Objectives</li> <li>Equality Information</li> <li>Recruitment and Appraisal Policies</li> <li>Employee Handbook</li> <li>HR data on rate of return post maternity/paternity</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with legislation, maternity entitlements</li> <li>Flexible working requests/ adjustments made</li> </ul>	<ul style="list-style-type: none"> <li>Wellbeing package</li> <li>Equalisation of Paternity leave</li> <li>Risk assessments</li> </ul>
	Pupils	<ul style="list-style-type: none"> <li>Trust Equality Policy</li> <li>Compliance with PSED</li> <li>Equality Objectives</li> <li>Equality Information</li> <li>Pupil data</li> <li>Progress and attainment data</li> <li>Adjusted timetable</li> <li>Curriculum</li> </ul>	<ul style="list-style-type: none"> <li>Adjustments made to support learning</li> <li>Flexibility in terms of curriculum and exams</li> <li>School counselling</li> <li>Pupil voice via School Councils at all academies</li> </ul>	<ul style="list-style-type: none"> <li>RSHE</li> <li>PSHE</li> <li>Support of pastoral team and the availability of counselling.</li> <li>Ongoing communication and support</li> <li>Risk assessments</li> <li>Ability to continue to access education</li> </ul>

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Age	Parent/ carers	<ul style="list-style-type: none"> <li>Trust Equality Policy</li> <li>Compliance with PSED</li> <li>Equality Objectives</li> <li>Equality Information</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with Trust policy.</li> </ul>	<ul style="list-style-type: none"> <li>Trust vision and ethos</li> <li>Fair implementation of policies.</li> </ul>
	Staff	<ul style="list-style-type: none"> <li>Trust Equality Policy</li> <li>Compliance with PSED</li> <li>Equality Objectives</li> <li>Equality Information</li> <li>HR data on age profile.</li> <li>HR policies and procedures</li> <li>Availability of training</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with legislation</li> <li>Recruitment process</li> <li>Appraisal process</li> <li>Risk assessments</li> </ul>	<ul style="list-style-type: none"> <li>Inclusivity of promotion and training throughout the Trust and its academies.</li> <li>Availability of flexible working to promote transition to retirement</li> </ul>
	Pupils	<ul style="list-style-type: none"> <li>Trust Equality Policy</li> <li>Compliance with PSED</li> <li>Equality Objectives</li> <li>Equality Information</li> <li>Admissions policy</li> <li>Tutor time</li> <li>Curriculum</li> </ul>	<ul style="list-style-type: none"> <li>Transition events between Key stages</li> <li>Pupil voice via School Councils at all academies</li> </ul>	<ul style="list-style-type: none"> <li>Inclusivity at all Trust wide and academy events</li> <li>Work experience placements available for students</li> <li>Quality in Careers (through Investor in Careers) Award accredited CEIAG available at Bishop Justus</li> </ul>

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Religion	Parent/ carers	<ul style="list-style-type: none"> <li>• Trust Equality Policy</li> <li>• Compliance with PSED</li> <li>• Equality Objectives</li> <li>• Equality Information</li> </ul>	<ul style="list-style-type: none"> <li>• Reasonable adjustments for religious observation.</li> </ul>	<ul style="list-style-type: none"> <li>• Trust vision and ethos</li> <li>• Community involvement</li> <li>• Through AAC, Parent Voice, forums and questionnaires our academies actively engage with all religious affiliations within the Trust's community.</li> </ul>
	Staff	<ul style="list-style-type: none"> <li>• Trust Equality Policy</li> <li>• Compliance with PSED</li> <li>• Equality Objectives</li> <li>• Equality Information</li> <li>• Employee handbook</li> <li>• Recruitment policy</li> <li>• HR data</li> </ul>	<ul style="list-style-type: none"> <li>• Compliance with the recruitment and appraisal processes.</li> </ul>	<ul style="list-style-type: none"> <li>• Staff briefings</li> <li>• Reasonable adjustments associated with religious beliefs e.g. <ul style="list-style-type: none"> <li>○ Space made available in CofE academies for Christian prayer.</li> <li>○ Private space is made available for religious observance in Bishop Justus</li> </ul> </li> </ul>
	Pupils	<ul style="list-style-type: none"> <li>• Trust Equality Policy</li> <li>• Compliance with PSED</li> <li>• Equality Objectives</li> <li>• Equality Information</li> <li>• Admissions policy</li> <li>• PSHE</li> </ul>	<ul style="list-style-type: none"> <li>• RE curriculum</li> <li>• Academy assemblies, worship and PSHE</li> <li>• Pupil voice via School Councils at all academies</li> </ul>	<ul style="list-style-type: none"> <li>• Assemblies</li> <li>• Reasonable adjustments associated with religious beliefs e.g. <ul style="list-style-type: none"> <li>○ Space made available in CofE academies for Christian prayer.</li> <li>○ Private space is made available for religious observance in Bishop Justus</li> </ul> </li> </ul>

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Sexual Orientation	Parent/carers	<ul style="list-style-type: none"> <li>Trust Equality Policy</li> <li>Compliance with PSED</li> <li>Equality Objectives</li> <li>Equality Information</li> </ul>	<ul style="list-style-type: none"> <li>Trust Equality Policy</li> <li>Compliance with PSED</li> <li>Equality Objectives</li> <li>Equality Information</li> </ul>	<ul style="list-style-type: none"> <li>Trust vision and ethos</li> </ul>
	Staff	<ul style="list-style-type: none"> <li>Trust Equality Policy</li> <li>Compliance with PSED</li> <li>Equality Objectives</li> <li>Equality Information</li> <li>Employee handbook</li> <li>Recruitment policy</li> <li>HR data</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with the Trust's recruitment and appraisal processes</li> <li>Staff well-being package</li> </ul>	<ul style="list-style-type: none"> <li>Staff briefings and wellbeing package</li> <li>Recruitment statistics monitored</li> <li>Grievance statistics monitored</li> <li>Specialist training</li> </ul>
	Pupils	<ul style="list-style-type: none"> <li>RSHE policy</li> <li>Anti-Bullying policy</li> <li>Tutor and worship time</li> <li>Admissions policy</li> <li>Pupil population data</li> <li>Pupil exclusion data monitored for discriminatory behaviour</li> <li>Safeguarding processes takes into account pupils struggling with their sexuality</li> </ul>	<ul style="list-style-type: none"> <li>School counselling</li> <li>Pupil voice via School Councils at all academies</li> </ul>	<ul style="list-style-type: none"> <li>Pastoral support and counselling provided to pupils</li> <li>Assemblies promoting diversity and student council</li> <li>Monitor bullying</li> </ul>