Equality Information demonstrating how Aquinas complies with the Public Sector Equality Duty

Protected Characteristic	Group	What evidence do we hold that we eliminate unlawful discrimination, harassment and victimisation?	What evidence do we hold that we advance equality of opportunity with those who share a protected characteristic and those who do not	What evidence do we hold that we foster good relations 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 Diversity and Inclusion (EDI) Strategy and Action Plan. Trust Equality Policy and Single Equality Scheme and Equality Objectives. Use of Inclusive Language Guide.	Celebration of diversity through inclusion. The work of the EDI Strategic and Lead Groups. Governance and Trust leaders have a formalised requirement to champion EDI. Christian worship and PSHE further promotes this.	Trust vision and ethos. The Christian character of the Trust which promotes inclusion. Worship, tutor time, PHSE. Through Parent Voice, forums and questionnaire we listen to this group. Calendar of events whereby the trust celebrates cultural events e.g. Black History Month. Through regular communication we seek to keep all groups aware of what is being done.	Improved communication with stakeholders in relation to the Trust's work on EDI. Unconscious bias training. The sharing of good practice across the Trust with case studies resulting in effective practices and positive impact.
	Staff	Trust Equality Diversity and Inclusion (EDI) Strategy and Action Plan. Trust Equality Policy and Single Equality Scheme and Equality Objectives Recruitment, Pay and Appraisal Policies. Staff Handbook. HR data.	Fair recruitment and appraisal processes throughout the Trust using a standard procedure. Ongoing staff training and a merit-based career progression. HR Data.	Monitoring of the workforce. Staff wellbeing package. Staff equalities survey whereby outcomes are reviewed and concerns are actioned where possible. Use of Race, Inclusion and Senior Leadership training programme to deepen institutional knowledge. Care is taken to meet the needs of staff with protected characteristics.	Continue to monitor employment to move towards a greater reflection of the Trust community. Revise the appraisal process to ensure those with protected characteristic do not face unconscious bias.

	Pupils	Trust Equality Diversity and Inclusion (EDI) Strategy and Action Plan. Trust Equality Policy and Single Equality Scheme and Equality Objectives. Anti-Bullying and Behaviour Management Policy. MIS records. Comparative attainment data. Racist incident log. Pupil Equality Policy.	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. Unbiased admissions process.	Assemblies, worship and the school council. Parent forums support good communications as does the work of the AAC.	Further auditing of curriculum to ensure anti-racist design. Greater involvement of students in establishing what more could be done to support race EDI.
Disability	**All**	Trust Equality Diversity and Inclusion (EDI) Strategy and Action Plan. Trust Equality Policy and Single Equality Scheme and Equality Objectives. Accessibility plans. Use of Inclusive Language Guide.	Trust Equality Diversity and Inclusion (EDI) Strategy and Action Plan. The work of the EDI Strategic and Lead Groups. Trust Equality Policy and accessibility plan.	Trust Equality Diversity and Inclusion (EDI) Strategy and Action Plan. Trust vision and Equality objectives. Through Parent Voice, forums and questionnaire we listen to this group. Calendar of events whereby the trust celebrates cultural events e.g. Disability Awareness Month. Risk assessments are in place to support inclusivity.	Quality assure that policies are embedded. Have localised processes. Ensure that accessibility plans are fit for purpose and regularly updated to reflect changes to the academy premises. The sharing of good practice across the Trust with case studies resulting in effective practices and positive impact.
	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. Use of diversity training to deepen institutional knowledge.	Monitor recruitment of disability staff and review their integration and progression. Unconscious bias training.
	Pupils	SEN policy and achievement data. Data on disabilities and	PSHE, worship and assemblies. Making reasonable adjustments where possible to support	Communication between parents and SEN and inclusion teams within the academies.	Make students aware of those with disabilities.

		adjustments made. Exam access. DDA compliance. Admissions policy. Anti-bullying policy. Pupil Equality Policy.	pupils. Fair and transparent admissions process.	Support provided to students with disabilities.	Ongoing monitoring that the curriculum is accessible. Specialist advice to secure more accessible buildings Specialist support for mental health to ensure accessibility to education.
Sex	**All**	Trust Equality Diversity and Inclusion (EDI) Strategy and Action Plan. Trust Equality Policy and Single Equality Scheme and Equality Objectives. Use of Inclusive Language Guide.	Trust Equality Diversity and Inclusion (EDI) Strategy and Action Plan. The work of the EDI Strategic and Lead Groups. Trust Equality Policy.	HR policies and procedures. Pastoral policies and procedures.	Quality assure that policies are embedded. Have localised processes.
	Staff	Trust Equality Diversity and Inclusion (EDI) Strategy and Action Plan. Trust Equality Policy and Single Equality Scheme and Equality Objectives Recruitment and Appraisal Policies. Staff Handbook. HR data.	Fair recruitment and appraisal process. Access to training. Staff wellbeing package.	Fair and transparent processes. Training availability and attendance. Gender-pay gap training for senior leaders.	Ongoing monitoring.
	Pupils	Academy sex and relationship policy and curriculum and implementation of latest Government guidance. Pupil progress and attainment results.	Inclusion, curriculum, assemblies, behaviour management, school counselling and student council.	Curriculum and syllabus data. Attendance data. Careers information accessible to all pupils.	Ensure Government guidance is actioned.

Gender Reassignment	**All**	Trust Equality Policy and Single Equality Scheme and Equality Objectives. Use of Inclusive Language Guide.	Trust Equality Policy. The work of the EDI Strategic and Lead Groups.	Trust Vision, Counselling available at each academy, Wellbeing package. Calendar of events whereby the trust celebrates cultural events e.g. LGTB History Month.	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. Access to training. Staff wellbeing package.	Staff briefings. Use of diversity training to deepen institutional knowledge.	Specialist training for staff
	Pupils	Anti-Bullying. Safeguarding processes takes into account pupils struggling with their sexuality. Pupil Equality Policy.	School counselling and student council.	Assemblies promoting diversity. Counselling available at the academies. Student Council.	Monitor bullying.
Pregnancy and Maternity	**All**	Trust Equality Diversity and Inclusion (EDI) Strategy and Action Plan. Trust Equality Policy and Single Equality Scheme and Equality Objectives.	Compliance with legislative and Trust guidelines. The work of the EDI Strategic and Lead Groups.	Ongoing communication and support.	The sharing of good practice across the Trust with case studies resulting in effective practices and positive impact.
	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. Undertaking of risk assessments.	Ensure pay and conditions support staff.
	Pupils	Pupil data. Achievement data. Adjusted timetable. Pupil Equality Policy.	Adjustments made to support learning, flexibility in terms of curriculum and exams. School	Support of pastoral team and the availability of counselling. Ongoing communication and	Improved sex and relationship education and awareness for students.

			counselling and student council.	support. Ability to continue to access education. RSHE Curriculum.	
Age	**All**	Trust Equality Policy and Single Equality Scheme and Equality Objectives.	Compliance with Trust policy. The work of the EDI Strategic and Lead Groups.	Trust vision and the fair implementation of policies.	Monitoring to ensure that the policy is followed. The sharing of good practice across the Trust with case studies resulting in effective practices and positive impact.
	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.	Trust Equality Policy. The work of the EDI Strategic and Lead Groups. 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.	The sharing of good practice across the Trust with case studies resulting in effective practices and positive impact.
	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 room 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 for associated with religious beliefs.	Have an alternative faith room for religious observance
Sexual Orientation	**All**	Trust Equality Policy and Single Equality Scheme and Equality Objectives. Use of Inclusive Language Guide.	Trust Equality Policy. The work of the EDI Strategic and Lead Groups.	Trust Vision. Calendar of events whereby the trust celebrates cultural events e.g. LGTB History Month.	Monitoring to ensure that the policy is followed. The sharing of good practice across the Trust with case studies resulting in effective practices and positive impact.
	Staff	Trust Equality Policy and Single Equality Scheme and Equality Objectives. Employee Handbook. HR data.	Compliance with the Trust's recruitment and appraisal processes. Staff well-being package.	Staff briefings and wellbeing package. Use of diversity training to deepen institutional knowledge.	Monitor statistics in terms of recruitment and grievances in terms Specialist training
	Pupils	Tutor and worship time. Admission policy. Pupil population data. Pupil exclusion for discriminatory behaviour. Safeguarding processes consider pupils struggling with their sexuality. Pupil Equality Policy.	School counselling and student council.	Pastoral support and counselling provided to pupils. Assemblies promoting diversity and student council.	Monitor bullying. Improved guidance for pupils.