**AQUINAS Church of England Education Trust**

"Life - Transforming - Learning"

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| Procedure Title: | Equality Objectives |
| Responsibility: | Chief Executive Officer |
| Review Body: | Board of Trustees |
| Date: | December 2021 |
| Review: | December 2025 |

| Equality Objective | Why have we chosen this objective? | How is this objective achieved? |
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| To develop an understanding, awareness and tolerance of different cultures and religious beliefs within the pupil body of the Trust community of schools. | In the current extremist climate it is important for all cultural groups to understand, respect and tolerate their differences. This objective will also foster good relations between those that share a protected characteristic and those that do not. | To ensure that the curriculum is diverse reflecting the different cultural and religious beliefs of pupils. |
| To close gaps in attainment and achievement between pupils and all groups of pupils; especially boys and girls, students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from different heritage groups. | This is a vital in any educational context and will ensure the advancement of equality of opportunity between pupils that share protected characteristics and those that do not. | Closely monitor all these groups to ensure good progress is being made. The use of data collection systems supports this monitoring and the Trust's school improvement team quality assures each academy's quantification. The use of pupil premium funding is also closely monitored in order to ensure that it impacts on the groups for which is it received. The Trust's focus on literacy, numeracy and the more able will also |
| To ensure that there is equality of professional opportunity and development within the Trust's employed staff with representation being reflective of groups with protected characteristics. | The staff employed by the Trust are its biggest and most important asset; as such the Trust wishes to ensure that all groups are valued. This objective advances the equality of opportunity between staff that share protected characteristics and those that do not. | Ensure that the Trust develops all its staff and advancement is based on merit rather than any other factor. The Trust' appraisal policy reflects a meritocracy. The Trust will seek to support staff that are struggling as a result of their protected characteristics. A review of the staff data regarding promotion of staff with protected characteristics. |

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| To improve accessibility throughout all the Trust's academies for pupils, staff and visitors with disabilities. | This objective promotes all aims of the public sector equality duty. | The Trust keeps under review the condition of its buildings. All academies have accessibility plans and review their curriculum to ensure accessibility for all groups. EAL support is regularly provided across the Trust. |