

Equality Information demonstrating how Rye Academy Trust complies with the Public Sector Equality Duty

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.	Celebration of diversity through inclusion. PSHE further promotes this.	Trust vision and ethos. Tutor time, PHSE. Through Parent and Student Voice, forums and questionnaires we listen to these groups.	Quality assure that policies are embedded. Have localised processes. Improved communication with stakeholders.
	Staff	Trust Equality Policy. Recruitment and Appraisal Policies. Employee Handbook. HR data.	Fair recruitment and appraisal processes throughout the Trust. Ongoing staff training. Support for staff-wellbeing.	Monitoring of the workforce.	Continue to monitor HR data and take corrective action for any anomalies identified.
	Pupils	Trust Equality Policy. Anti-Bullying and Behaviour Management Policies. Comparative progress and attainment data.	School Council & Rights Respecting School Award. Review of progress and attainment data at academy and Trust level. School trips and celebrations of diversity, culture and faiths.	Assemblies, School Council, Rights Respecting School Award. PSHE.	Monitor impact of policies and take corrective action for any anomalies identified.

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Disability	All	Trust Equality Policy and Equality Objectives. Accessibility plans.	Trust Equality Policy and DDA compliance.	Trust vision. Through Parent and Student Voice, forums and questionnaires we listen to these groups.	Quality assure that policies are embedded. Have localised processes.
	Staff	Trust Equality Policy. Recruitment and Appraisal Policies. Employee Handbook. HR data on disabled staff.	DDA compliance with reasonable adjustments being made. Fair recruitment and appraisal process. Fair sickness provisions. Support for staff well-being.	Fair and transparent HR processes. Reasonable adjustments being made. Staff briefings.	Monitor recruitment of staff with disabilities 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. Antbullying policy.	PSHE and assemblies.	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.
Gender	All	Trust Equality Policy.	Trust Equality Policy.	HR policies and procedures.	Quality assure that policies are embedded. Have localised processes.
	Staff	Trust Equality Policy. Recruitment and Appraisal Policies. Employee Handbook. HR data.	Fair recruitment and appraisal process. Access to training. Support for staff wellbeing.	Fair and transparent processes. Training availability and attendance.	Ongoing monitoring at academy and Trust level.
	Pupils	Pupil progress and attainment results.	Inclusion – curriculum & policies, counselling, Student Council & Rights Respecting Schools Award.	Curriculum and syllabus data. Attendance data.	Ongoing monitoring at academy and Trust level.

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Gender Reassignment	All	Trust Equality Policy.	Trust Equality Policy.	Trust Values, Counselling available at each academy, support for staff wellbeing.	Quality assure that policies are embedded. Have localised processes.
	Staff	Trust Equality Policy. Recruitment and Appraisal Policies. Employee Handbook.	Fair recruitment and appraisal process. Access to training. Support for staff wellbeing.	Staff briefings.	Ongoing monitoring at academy and Trust level.
	Pupils	Anti-Bullying Policy.	School counselling, Student Council. Rights Respecting Schools Award.	Assemblies promoting diversity. Counselling available at the academies. Student Council. Rights Respecting School Award.	Monitor bullying.
Pregnancy and Maternity	All	Trust Equality Policy.	Compliance with legislative and Trust policies.	Ongoing communication and support.	Monitor compliance with legislative and Trust policies and implement any corrective action(s) required.
	Staff	Trust Equality Policy. Recruitment and Appraisal Policies. Employee Handbook. HR data on rate of return post maternity.	Compliance with legislation, maternity entitlements flexible working requests/ adjustments made.	Maternity and Paternity policies.	Monitor compliance with legislative and Trust policies and implement any corrective action(s) required.
	Pupils	Pupil data. Achievement data. Adjusted timetable.	Adjustments made to support learning, flexibility in terms of curriculum and exams. School counselling.	Support of pastoral team and the availability of counselling. Ongoing communication and support. Ability to continue to access education.	Monitor impact of Sex and Relationship Education policy and awareness for students.

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Age	All	Trust Equality Policy.	Compliance with Trust policy.	Trust vision and the fair implementation of policies.	
	Staff	Trust Equality Policy. 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. Rights Respecting Schools Award.	Events at all academies are inclusive.	
Religion or Belief	All	Trust Equality Policy.	Reasonable adjustments for religious observation.	Trust vision and community involvement. Through Parent Voice and Student Voice forums and questionnaires the academies talk to all religious affiliations within the Trust's community.	Ongoing monitoring.
	Staff	Trust Equality Policy. Staff handbook. Recruitment policy. HR data.	Compliance with the recruitment and appraisal processes.	Staff briefings. Reasonable adjustments associated with religious beliefs.	
	Pupils	Trust Equality Policy. Admissions policy. PSHE.	RE curriculum. Academy assemblies and PSHE. School Council. Rights Respecting Schools Award.	Assemblies. Reasonable adjustments for associated with religious beliefs.	

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Sexual Orientation	All	Trust Equality Policy.	Trust Equality Policy.	Trust Vision	
	Staff	Trust Equality Policy. Employee Handbook. HR data.	Compliance with the Trust's recruitment and appraisal processes. Support for staff well-being.	Staff briefings and support for staff on wellbeing issues.	
	Pupils	Tutor time. Admissions policy. Pupil population data. Pupil exclusion for discriminatory behaviour.		Pastoral support and counselling provided to pupils.	
Community Cohesion	All	Trust Equality Policy.	Trust Equality Policy.	Celebrate cultural events throughout the year to increase pupil awareness and understanding of different communities e.g. Diwali, Eid, and Christmas.	