Title:	Single Equalities
Version:	2.0
Author / Role	Michelle Crouch
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Ratified By	Finance and Staffing Governors
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Next Review Required	25/04/2026

EQUALITY AND DIVERSITY STATEMENT

Astley Park School is committed to the fair treatment of all in line with the Equality Act 2010. An equality impact assessment has been completed on this policy to ensure that it can be implemented consistently regardless of any protected characteristics, and all will be treated with dignity and respect.

POLICY REVIEW

To ensure that this policy is relevant and up to date, comments and suggestions for additions or amendments are sought from users of this document. To contribute towards the process of review, please contact the author of the policy.

Single Equalities Policy

1. Introduction

At Astley Park School, we are committed to creating an inclusive environment where every student, staff member, and visitor feels valued and respected. We recognise and celebrate diversity, and we strive to eliminate discrimination in all its forms.

2. School Context

Annual Equality Information 2024-25		
Pupils on Roll	164	
Male	112	
Female	52	
Special Educational Needs	164	
Free School Meals	39	
English as Additional Language	5	
Ethnicity	Chinese	1
	White Irish	1
	Other Black Background	1
	Other Asian Background	2
	Asian British	2
	Black African	2
	Other Mixed Background	3
	Pakistani	3
	White and Black Caribbean	3
	Indian	5
	Other White Background	8
	White British	131
Religion	Christian	30
	Hindu	2
	Mormon	1
	Lutheran	1
	Methodist	1
	Muslim	9
	Church of England	36
	No Religion	54
	Roman Catholic	24
	Non-Disclosed	54
Looked After Children	4	
PLAA	4	

An accessibility plan of the school site has been produced; external ramped access is available to both levels of the main building and outside classrooms. The upper and lower levels of the main building are separated internally by a flight of five steps.

3. Aims

- To promote equality of opportunity for all students and staff.
- To foster a culture of respect and inclusion.
- To ensure that all policies and practices reflect our commitment to equality

4. Legal Framework

This policy is guided by the principles set out in the Equality Act 2010 and other relevant legislation. We are committed to upholding the rights of individuals as outlined in these laws.

5. Scope

This policy applies to all members of the school community, including students, staff, parents, carers, and visitors.

6. Key Principles

- **Non-Discrimination:** We do not tolerate discrimination based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.
- **Accessibility:** We ensure that our facilities and resources are accessible to all students and staff, including those with disabilities.
- **Curriculum:** Our curriculum is designed to be inclusive and to reflect the diverse backgrounds and experiences of our students and the wider school community.
- **Training:** We provide regular training for staff on equality and diversity issues.
- **Support:** We offer support to students and staff who experience discrimination or harassment.
- **Language:** At Astley Park School, all stakeholders are expected to use language which does not transmit or confirm stereotypes; does not offend; creates and enhances positive images of all protected groups; creates the conditions for all stakeholders to develop their self-esteem; and is accurate when referring to protected groups and challenges in instances where this is not the case.

7. Implementation

- **Leadership:** The Headteacher and Senior Leadership Team are responsible for the implementation of this policy.
- **Equality Working Group:** Equality Champions Mrs Lauren Hey, Mrs Michelle Crouch, Miss Lauren Hendy, Mrs Heather Hylands, Mrs Emma Down, Miss Rachael Cross and Governor Mr Mick Maher support the school by leading discussions, organising training and working towards our annual equality objectives.
- **Monitoring:** We regularly monitor and review our practices to ensure they are effective and up-to-date.

- **Reporting:** Incidents of discrimination or harassment are taken seriously and are dealt with promptly and effectively.

8. Review

This policy will be reviewed annually to ensure it remains relevant and effective.

9. Contact

For more information or to report an incident, please contact the Senior Leadership Team.