Astley Park School

Equality Statement and Objectives 2019-20

Equality Statement
Astley Park School seeks to provide Equality of Opportunity for all members for the school community whatever their disability, age, gender, race, nationality, religion, marital status, maternity, sexual orientation or background. We recognize that people have different needs and treating them equally does not always mean treating them exactly the same. We recognize that some members of the school community will need additional support to enable them to fully access school services. We strive to challenge discrimination and prejudice of all levels in the school community. We have recently achieved the LCC Equality Mark.
Specific Duties
We have two Specific Duties under the 2010 Equality Act: • To publish information to demonstrate our compliance with the general duty to promote equality • To prepare and publish one or more equality objectives We have therefore prepared this document to show what we do to promote equality of opportunity and highlight the equality objectives we have prepared.
School objectives 2018-19 evaluation
Objective 1: To achieve the LCC Equality Mark. To achieve the LCC equality mark we set up a working party which included a nominated governor, member of SLT, teachers and TAs. The group worked together to achieve the final three badges we needed to complete the award. We completed the award during 2018-19 by achieving the Religion and Belief and Sexual Orientation badges and we were the first school in Lancashire to receive the Socoieconomic Badge. **Objective 2:** To monitor the engagement of protected groups at school events. We monitor the engagement of protected groups at school events to ensure all families are included and feel welcomed at school events. We will continue to do this and strive to engage as many families as possible with all the events we run. **Objective 3:** To provide staff training around LGB&T issues. The Pride Trust provided LGBT staff training to all staff in November 2018. Staff reported that they felt more confident tackling LGBT issues following the training.
School objectives 2019-20
Objective 1: To further enhance links with religious organisations in the local community. **Objective 2**: To review the delivery of RSE in line with recent government guidance. **Objective 3:** To share outstanding practice with other schools.
Annual Equality Information 2019

Pupils on Role	173
Male	119
Female	54
Special Educational Needs	173
Free School Meals	48
English as Additional Language	**10** **1 Arabic** **1 Gujarati** **1 Hindi** **1 Hungarian** **1 Pahari (Pakistan)** **3 Pashto/Pakhto** **1 Polish** **1 Urdu**
Ethnicity	**155 White British** **5 Pakistani** **4 White & Black Caribbean** **4 other white** **2 refused** **2 Indian** **1 White & Black African**
Religion	**74 Christian** **55 No religion** **23 Roman Catholic** **6 Other** **7 Muslim** **1 Mormon** **2 Hindu** **5 Refused**
Children Looked After (CLA)	6
Post Looked After Arrangement (PLAA)	8

Review Process
The Deputy Head teacher Mr Steve Poxon, Equality Champions Mrs Michelle Crouch, Miss Alice Curry and Mr Kevin Murphy, Nominated Governor for Equality Mick Maher have specific responsibility for equality issues within school. The Leadership Team and Governors at Astley

Park School regularly review the progress we are making towards meeting our equality objectives and a report is presented termly to governors via nominated governor report and HT repot regards progress towards achieving our objectives.