



Equalities Statement 2023

Ainslie Wood School makes all members of our community feel welcome and valued.

Our vision and values promote inclusivity and equality, and tackle discrimination. We value every individual, have high expectations for all our pupils irrespective of race, creed, gender, gender-identity or disability.

Our equalities statement is guided by some core principles:

- All learners are of equal value;
- We recognise and respect difference;
- We foster positive attitudes and relationships and a shared sense of community and belonging;
- We observe good practice in recruitment, retention and staff development;
- We aim to reduce and challenge barriers to equality that already exist.

At Ainslie Wood we aim to safeguard those who may face inequality or harassment due to one or more of the nine 'protected characteristics'.

These are protected from discrimination under equality legislation – the Equality Act (2010).

The 9 Protected Characteristics are:

1. Age
2. Disability
3. Sex
4. Sexual orientation
5. Race
6. Religion or belief
7. Gender reassignment
8. Marriage or civil partnership
9. Pregnancy and maternity

In line with the PSED (**Public Equality Duty**) of the Equality Act 2010 we published the following data April 2023:

Number of Governors = 8	Male = 4	Female = 4
Number of staff = 67	Male = 7 – 10.44%	Female = 60 – 89.55%
Number of pupils = 450	Male = 231 – 51.33%	Female = 219 – 48.66%
Pupil Premium	71	15.77%
FSM	65	14.44%
SEND	88	19.55%
Bangladeshi	7	1.55%
Indian	10	2.22%
Other black African	13	2.88%
Pakistani	28	6.22%
Somali	2	0.44%
White British	113	25.11%
White Eastern European	49	10.88%
Other ethnicity	28	6.22%
Christian	119	26.44%
Muslim	114	25.33%
Hindu	10	2.22%
Other religion	32	7.11%
No religion	175	38.88%

Please also read: Our Equalities Objectives 2020-2024.

Our Equalities Policy – Reviewed 2020.