



Archbishop Courtenay Primary School
In collaboration with The Diocese of Canterbury Academies Trust

Equalities Statement

As a member of the Diocese of Canterbury Academies Trust we recognise the importance of inclusivity and equality within the community of our academy. As such we are fully committed to the principles and ideals of the Public Sector Equality Duty.

The duty has three aims:

1. To eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act
2. To advance equality of opportunity between people who share a protected characteristic and those who do not
3. To foster good relations between people who have a shared characteristic and those who do not

The Academy is opposed to all forms of prejudice that could act as a barrier to the members of our community achieving their full potential and not being part of a cohesive community. These include:

- Disability
- Special educational needs
- Racism and xenophobia
- Gender
- Religious or ethnic groups and communities
- Sexism and homophobia

Equality of opportunity and freedom from discrimination will permeate through all aspects of our Academy. We will ensure that policies, strategies and processes consistently and constantly consider the inclusion of every member of our community and that no one will feel alienated, outcast or unable to reach their full potential. We acknowledge and confront our responsibility to safeguard the vulnerable, those marginalised by society, living out values of justice and mercy.

In particular, our overarching aim is summarised in three general aims as outlined by the Equalities Act 2010:

1. Remove or minimise disadvantages
2. Take steps to meet different needs
3. Encourage participation when it is disproportionately low.

The right to develop, learn and work in an environment free from discrimination is implicit within the Trust's ethos, seeking to:

- promote equality of opportunity through vision, strategy and practice
- eliminate all forms of unlawful discrimination
- eliminate harassment and bullying



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- keep accurate records of bullying or harassment related to equalities and report as required to the Trust Board
- promote positive attitudes
- increase participation in public life
- take positive action to meet the needs of individuals
- promote community cohesion
- narrow the attainment gap