

# Darwen St James' CE Primary Academy

**Darwen St James'**  
C of E Primary Academy



**Equality Duty Statement**

## **Equality Duty**

### **Our Equality Duties**

We aim to be a community where everyone is treated fairly and with respect. We want everyone to reach their potential, and we recognise that for some pupils extra support is needed to help them to achieve and be successful.

We take our legal duties on equality seriously. We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and to foster good relations.

Our school is committed to equality both as an employer and a service-provider and we carry out our day to day work through our embedded CARE values:

- 1 We try to ensure that everyone is treated fairly and with respect.
- 2 We want to make sure that our school is a safe, secure and stimulating place for everyone.
- 3 We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same.
- 4 We recognise that for some pupils extra support is needed to help them to achieve and be successful.
- 5 We try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to pupils and parents/carers, and through our School Council.
- 6 We aim to make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity, colour or national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; their religion or beliefs; their sexual identity and orientation.