Equality Statement

Equality Statement

Avonbourne Academies seek to foster warm, welcoming and respectful environments, which allow us to question and challenge discrimination and inequality, resolve conflicts peacefully and work and learn free from harassment and violence.

Overall aims of our Equality Statement

- To eliminate discrimination, harassment and victimisation.
- To promote equality of access and opportunity within our Academies and within our wider community.
- To promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.
- To eliminate low aspirations due to social and financial inequality.

To ensure that equality and inclusive practice are embedded across all aspects of Academy life, the Equality Statement refers to the UN Convention on the Rights of the Child, which includes recognition of a range of educational, wellbeing, and material outcomes.

Issues relating to adults within the Academy community can be embraced under these themes and reflected in the action plan.

Our approach

We seek to embed equality of access, opportunity and outcome for all members of our Academy community, within all aspects of Academy life.

We actively seek out opportunities to embrace the following key concepts:

- Shared Humanity. Identifying commonality and shared values, aspirations and needs underpins our approach to equality. We value our fundamental similarities and universality.
- Valuing difference and diversity. We appreciate the richness within our differences and look for ways of celebrating and understanding them better.
- Interdependence, interaction and influence. We recognise that, as they evolve, distinct cultures, beliefs and lifestyles will impact on and inform each other.
- Social cohesion within our Academies and within our local community.
- Excellence. We aim to inspire and recognise high personal and collective achievement throughout our community, the UK and the wider world. Excellence is to be found everywhere.
- Personal and cultural identity. We will provide opportunities to explore and value the complexity of our personal and cultural identities.
- Fairness and social justice. We will develop our understanding of the inequality that exists in society and explore ways of individually and collectively promoting a more equitable society.

Principles

We recognise that there are similarities and differences between individuals and groups, but we will strive to ensure that our differences do not become barriers to participation, access and learning and to create inclusive processes and practices, where the varying needs of individuals and groups are identified and met. We therefore cannot achieve equality for all by treating everyone the same.

We will build on our similarities and seek enrichment from our differences and so promote understanding and learning between and towards others to create cohesive communities.

We will ensure we identify opportunities for promoting our vision, the key concepts and our duties on equality legislation across all aspects of Academy life, including the provision of extended services.

Action Plan

Applying these principles is a key feature of the Academy's Equalities Action Plan, in that they are the drivers behind the objectives of the Plan. The Academies are required by law to publish information which demonstrates compliance with the Equality Duty and then also prepare specific and measurable objectives.

Prepared by Rachel Cann	March 2023	Ratified by LGB	13.5.2026
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