Equalities Statement

Statement of Intent

"The Courtyard Working Towards Equality"

The Courtyard recognises and acknowledges that levels of discrimination and inequality continue to exist in society. In seeking to redress these inequalities it is committed to Civil Liberties and Human Rights.

It welcomes and celebrates diversity, accepting that the majority view is not always right and will strive to build equality of opportunity into all aspects of The Courtyard's work.

The Courtyard will develop a shared understanding of the essence of equality, which is to value and treat all human beings humanely with respect and dignity.

The Courtyard, through its policies, service, employment, contracting and funding practices, will ensure that no service user, employee, or job applicant will receive less favourable treatment on the grounds of sex, marital or civil partnership status, sexual orientation, gender reassignment, race, colour, ethnic or national origins, religion or belief, disability or age (the 'Protected Characteristics') or on the grounds of economic or social status.

The Courtyard will take all possible steps to eliminate any unfair and unlawful discrimination and take positive action to redress and remedy the effects of past discrimination on these groups and individuals.