

# **Creative Inclusion: An Independent Alternative Specialist Provision**



**Creative Inclusion**  
LEARNING STUDIO

## **Creative Inclusion: An Independent Alternative Specialist Provision**

### **Equality Objectives**

Advisory Board August 2025

**This Statement will be reviewed as and when required.**

# Equality Objectives 2025-2026

## Public Sector Equality Duty

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- **Eliminate unlawful, discrimination, harassment, victimisation** and any other conduct prohibited by the Equality Act 2010;
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it;
- **Foster good relations** between people who share a protected characteristic and people who do not share it.

Creative Inclusion School is an inclusive provision where we focus on the well-being and progress of every child and where all members of our community are of equal worth.

We believe that the Equality Act provides a framework to support our commitment to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. It also ensures that we continue to tackle issues of disadvantage and underachievement of different groups.

## Our approach to equality is based on the following key principles:

1. All learners are of equal value;
2. We recognise, respect and value difference;
3. We foster positive attitudes and relationships and a shared sense of cohesion and belonging;
4. We observe good equalities practice in staff recruitment, retention and development;
5. We aim to reduce and remove inequalities and barriers that already exist;
6. We have the highest expectations of all our children.

## Information on learners by protected characteristics

The Equality Act 2010 protects people from discrimination on the basis of protected characteristics. Every person has several of the protected characteristics, so the Act protects everyone against unfair treatment.

In order to ensure that all learners are protected from discrimination, the school collects information on protected characteristics.

## Information on other groups of learners

In addition to learners with protected characteristics, we gather further information on the following groups of learners where relevant:

- Learners eligible for Free School Meals (FSM);
- Learners with Special Educational Needs (SEN);
- Disadvantaged group(s);
- Learners with English as an Additional Language (EAL);
- Young carers;
- Looked after children;
- Other vulnerable groups.

### **Eliminating discrimination and other conduct that is prohibited by the Act**

The information provided here aims to demonstrate that we give careful consideration to equality issues in everything that we do at Creative Inclusion School. 'Due regard' ensures that we work towards eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act. We are committed to working for equality for all our staff, parents/carers and children to meet our duties under the Equality Act 2010.

#### **We eliminate discrimination by:**

- Adoption of the single Equality Scheme;
- Our behaviour policy ensures that all children feel safe at school and addresses prejudicial bullying;
- Reporting, responding to and monitoring all racist, or other, incidents;
- Regularly monitoring the curriculum to ensure that the curriculum meets the needs of our learners and that it promotes respect for diversity and challenges negative stereotyping
- Teaching is of the highest quality to ensure children reach their potential and all learners are given equal entitlement to success
- Tracking learner progress to ensure that all children make rapid progress, and intervening when necessary
- Ensuring that all learners have the opportunity to access extra-curricular provision
- Listening to and monitoring views and experiences of learners and adults to evaluate the effectiveness of our policies and procedures.

### **Advancing equality of opportunity between people who share a protected characteristic and people who do not share it**

#### **We advance equality of opportunity by:**

- Using the information that we gather to identify underachieving groups or individuals and plan targeted intervention;
- Ensuring participation of parents/carers and learners in school development;
- Listening to parents/carers;
- Listening to learners at all times.

### **Fostering good relations across all characteristics - between people who share a protected characteristic and people who do not share it.**

### **We foster good relations by:**

- Ensuring that Creative Inclusion is seen as a community provision within our local community;
- Ensuring that equality and diversity are embedded in the curriculum and in collective worship.

### **Equality Objectives**

At Creative Inclusion, we are committed to ensuring equality of education and opportunity for all learners, staff, parents and carers, irrespective of race, gender, disability, belief, religion or socio-economic background.

In order to further support learners, raise standards and ensure inclusive teaching, we have set the following objectives for the current academic year:

**Objective 1:** To monitor and analyse learner achievement using LearnTrek tracking and staff knowledge and assessment by race, gender and disability and act on any trends or patterns in the data that require additional support for learners.

**Objective 2:** To monitor and analyse learner mental health and well being using LearnTrek tracking and staff knowledge and assessment by race, gender and disability and act on any trends or patterns in the data that require additional support for learners.

**Objective 3:** To raise levels of attainment in core subjects for all learners.

**Objective 4:** To review levels of parental and learner engagement in learning and school life, across all activities to ensure equity and fairness in access and engagement.