

## **Creative Ed International Equal Opportunities, Diversity, and Inclusivity Policy**

### **Last Updated:**

19/09/2023 - YC

### **Introduction**

Creative Ed International (CEI) is committed to providing equality of opportunity for all participants, stakeholders and staff across and within all aspects of its activity, regardless of race, disability, religion or belief, sexual orientation, gender or gender reassignment, pregnancy, or maternity ('protected characteristics'). Creative Ed International will not tolerate any form of discrimination or harassment.

### **Aims**

The aims of this policy are to:

- Eliminate discrimination on grounds of any of the protected characteristics
- Promote equality of opportunity for all members of the community
- Create a community that accepts all participant/ stakeholders without discrimination
- Provide a fair and inclusive environment
- Establish core principles and indicators to inform best practice

All members of the community are expected to comply with this policy and its core principles of tolerance and respect.

### **Core Principles and Practices**

Creative Ed International promotes an ethos of equality, valuing and fostering a diverse learning community, where considerations for access and widening participation inform its activities and strategies, shape our processes and practices and where diversity and individuality are respected as being central to the success of the individual and the organisation.

Creative Ed International affords all participant/ stakeholders access to educational provision including all benefits, services and facilities, irrespective of any protected characteristic (subject to our reasonable adjustments duty and considerations of safety and welfare). The organisation will not discriminate against a person on the grounds of any protected characteristic by excluding them or subjecting them to any other detriment.

### **Core Principles**

Regardless of age, colour, ethnic origin, disability, family responsibility, gender, marital status, nationality, race, religion, sexual orientation or socio-economic status Creative Ed International:

1. treats all members of our community with respect and dignity and seeks to provide a positive working and learning environment free from discrimination.

2. treats every application or attendance in a fair and equal way in accordance with this policy. All participants and stakeholders at all educational levels will be given the same opportunities to participate.
3. Where selection is required, for casting and acceptance to candidates will be considered purely on the basis of their aptitude, skills and potential, irrespective of their gender, disability, pregnancy and maternity, race, religion or belief or special educational needs ('SEN') or Additional Learning Support (ALS) requirements.
4. No participant, stakeholder or staff member should be excluded from any activity, benefit or service, (excepting where benefits, activities and services are offered to identified groups by third parties as well as ourselves with a view to widening access and participation). Support to source charitable funding support can be obtained through localised or regional research.
5. No participant, stakeholder or staff member should be subject to any form of sexual harassment by another participant/ stakeholder, or by another member of staff.
6. No participant, stakeholder or member of staff should at any time suffer less favourable or preferential treatment from staff or peers.
7. No member of staff, participant or stakeholder should intentionally or unintentionally be allocated tasks, duties or responsibilities, or have these withheld. (However, in some cases, members of staff may be asked to undertake pastoral duties with respect to participant, stakeholder and staff of the same gender where this is deemed appropriate.)
8. The religious beliefs and practices of all participants, stakeholders and staff members should be respected.
9. No participant, stakeholder or staff member should be subject to any verbal, physical or other abuse from staff or participant/ stakeholder s. Creative Ed International will challenge inappropriate discriminatory behaviour by participant/ stakeholders and staff and will maintain clear codes of conduct for staff and participant/ stakeholder s.
10. All participants, stakeholders, parents, carers, stakeholders and staff members should have equal access to personal information held, according to the scope of the data protection policy and GDPR policy guidelines in their region.
11. Creative Ed International is committed to the avoidance of any form of language, either written or spoken, or body language which might be regarded as derogatory, intimidating or offensive to any individual.
12. Any abuses of these guidelines should be dealt with via the Complaints procedures.

13. Creative Ed International will provide in house and external training and development sessions with a view to actively promoting equal opportunities, diverse and inclusive ethos and practice.
14. Creative Ed International seeks to recruit and employ its staff from a diverse range of applicants, with open and transparent procedures and monitors applications data.
15. Creative Ed International positively promotes, discusses and encourages its equal opportunities, diverse and inclusive ethos, beyond its statutory obligations and legal requirements.
16. Creative Ed International will ensure that it reviews, monitors and evaluates the effectiveness of inclusive policies and practices.
17. Creative Ed International staff will be monitored to ensure they promote positive images and examples of positive role models to avoid prejudice and raise awareness of related issues.

### **Responsibilities and management**

Creative Ed International has established core principles in its policy in respect of key values and requirements providing guidance for the management and interpretation of the policy.

### **Implementation and Working Practices**

- Any staff infringements of the equal opportunities, diversity and inclusion policy, and its expected behaviours and practices will be treated as a disciplinary matter.
- The organisation operates a zero-tolerance approach toward unacceptable abusive or unprofessional behaviour or language, which could be interpreted as harassing, intimidating or discriminatory.
- Any staff participant or stakeholder who experiences any form of discrimination, intimidation or harassment has full and open recourse to the Complaints procedures to resolve this.
- Active development of equal opportunities and widening participation matters are monitored and considered at all times and reviewed annually.
- Staff, participants and stakeholder recruitment, application and selection procedure or practice will be made publicly available before the recruitment period.
- Equal Opportunities monitoring data will be collated and monitored and used to inform review and development.
- The content/curriculum and the teaching/learning strategies within the provision at all educational levels allows for appropriate flexibility and reasonable adjustments in order to accommodate the specified needs of different participants and stakeholders.
- Monitoring and recording of reasonable adjustments are used to inform strategic planning and identify the required specialisms to support participants and stakeholders. This is to enhance the safety, care of the participant and stakeholder in order for them to maximise the benefit of their attendance.

- The equal opportunities, diversity and inclusion ethos and policy are used to inform the design and content of course materials, websites, adverts and all associated marketing literature and Creative Ed International information.

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