



ARK Equality and Inclusion Policy- September 2025

At ARK Alternative Provision (www.arkaep.co.uk), we are committed to promoting equality, diversity, and inclusion in all aspects of our work. We believe that every individual has the right to be treated with dignity and respect, and to have equal access to opportunities regardless of their background, identity, or circumstances.

Our Values

Our approach to equality and inclusion is underpinned by ARK's core values:

- Aspiration – We encourage all learners and staff to aim high and achieve their full potential.
- Resilience – We support individuals to overcome challenges and persist in the face of adversity.
- Kindness – We foster a culture of empathy, respect, and care for others.

Our Commitment

ARK is committed to creating an inclusive environment where everyone feels valued and supported. We actively work to eliminate discrimination, advance equality of opportunity, and foster good relations among all members of our community.

Inclusive Practices

We ensure that our policies, procedures, and practices reflect our commitment to equality and inclusion. This includes inclusive curriculum design, accessible learning environments, and staff training on diversity and inclusion.

Equal Opportunities

We provide equal opportunities in recruitment, professional development, and learner support. We monitor and evaluate our practices to ensure fairness and to identify and address any inequalities.

Responsibilities

All staff, learners, and stakeholders have a responsibility to uphold this policy and to contribute to a culture of inclusion and respect.

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