

## KE Equality and Diversity Policy

### DECLARATION OF INTENT

At Kinda Education (KE):

- We do not discriminate against anyone, be they staff or pupil, on the grounds of their disability (physical or mental), gender, sexual orientation, age, religion, culture/nationality, colour, race and economic status.
- We promote the principles of fairness and justice for all.
- We ensure that all pupils have equal access to the full range of educational opportunities provided by Kinda Education.
- We challenge stereotyping and prejudice whenever it occurs.
- We celebrate the cultural diversity of our community and show respect for all minority groups
- We use positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.
- We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.

To support and enhance this work we have adopted the following policy of equality and diversity in respect of the communities and organisations that work with us as well as all those working (paid and unpaid) with KE.

We aim to work towards equality of access and opportunity for all users of our services, volunteers, staff, management and Directors. Kinda Education therefore opposes all forms of discrimination against any of the above on any grounds and promotes fair treatment of all stakeholders. In order to support this declaration KE resolves to do the following:

- a. Welcome, recognise, and affirm the rich diversity in society generally.
- b. Actively encourage participation in all KE activities from all sections of the communities with whom we work.
- c. To monitor and evaluate this participation and to further encourage any sections of the community which are shown not to be participating.
- d. To provide training and guidance to all people directly involved with KE activities in order to ensure that this Equality & Diversity Policy is recognised, understood, applied and periodically reviewed.
- e. To regularly review KE staff recruitment, selection and appointment procedures to ensure that they are compatible with this Equality & Diversity Policy.
- f. To make every effort to ensure that our Equality & Diversity Policy is reflected throughout all aspects of our work.

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## **IMPLEMENTATION OF POLICY**

### **1. RECRUITMENT OF STAFF**

KE recruitment, selection and appointment procedures ensure that people are chosen on their merits and abilities.

Due value and consideration is given to the informal skills and experience (to be specified in job descriptions) of applicants as well as formal qualifications and training. We will advertise and select staff in a manner that meets objective job requirements and promotes equality of opportunity.

KE respects family and other personal commitments through supporting flexible working, conducive to supporting a healthy work-life balance.

### **2. ACCESSIBILITY OF SERVICE**

KE works to provide access to its service from people who might want to benefit from it.

We endeavour to work with our partners to meet specific needs and overcome barriers to access.

In order that no volunteer is excluded from being able to carry out duties due to financial status, discretionary expenses may be claimed (at KE approved rate).

### **3. PROMOTION OF SERVICE**

All general publicity about services offered is aimed at the widest possible audience within the localities where KE works.

This does not prevent KE directing publicity at certain target groups within the communities, if it thinks that it is justified because the groups appear under-represented among its participants.

Publicity material is reviewed for clarity and accessibility.

The services we provide promote good relations amongst all communities and groups.

### **4. MONITORING OF SERVICE**

KE regularly collates information on the make-up of communities, user groups, staff and volunteers in order to ensure that we meet the aims of our Equality & Diversity Policy.

KE monitors the age, gender and ethnicity of its volunteers, staff, and Directors and anyone who expresses an interest in any of these roles. As a result of this monitoring process, recruitment is targeted towards any groups in the community who are shown not to be adequately represented on the bodies of volunteers, staff and Directors.

### **5. MONITORING OF POLICY**

The KE Management Team will review this policy annually to identify any need for modification or improvement since the previous review. The Management Team will also consider whether there is any aspect of the policy that would benefit from specialist advice and seek that if necessary.

Kym Flodqvist 21st Dec 19

Date for review – January 2021