



THE KOHIMA EDUCATIONAL TRUST (KET)

DIVERSITY POLICY

1. Introduction

The KET exists to support the advancement of education amongst the Naga people as a debt of gratitude to them for their support of British, Indian and Commonwealth troops during the Battle of Kohima. The Board of Trustees of KET is committed to ensuring that the Trust's activities are carried out with due regard to principles of equality and diversity.

2. Policy

Equality and diversity are central to the work of KET.

KET will treat all people with dignity and respect, valuing the diversity of all. It will promote equality of opportunity and diversity. In its work, it will eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion/ belief, irrelevant offending background or any other factor irrelevant to the purpose in view.

KET aims to:

- Promote equality of opportunity and diversity in its Trustee body and its volunteers
- Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation

3. Method of Implementation

KET will implement this policy by:

- Recognising and valuing the differences and individual contribution that all people make to KET;
- Ensuring that Trustees, volunteers and anyone employed to work on behalf of the Trust are made aware, understand, agree with, and are willing to

implement, this policy. All Trustees and volunteers will be given a copy of this policy as part of their induction.

- Challenging discrimination
- Being accountable

4. Responsibilities

This policy covers the behaviour of all people working and volunteering in the UK on behalf of KET and sets out the way they can expect to be treated in turn by KET. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Trustees.

Review and maintenance of the policy is the responsibility of the Governance and Compliance sub-committee. The committee will review the policy every 2 years.

Further questions about KET's Diversity Policy should be sought through the CEO via email sylvia@kohimaeducationaltrust.org, or by post at the following address:

The Thatched Cottage, Newbury Road, East Hendred, OX12 8LG

Responsible sub-committee: Governance and Compliance

Date of adoption: April 2021

This policy was last reviewed in:	November 2024
This policy was reviewed by the Governance and Compliance Committee	November 2024
This policy was approved by the Board of Trustees	25 November 2024
Date of next Renewal:	November 2026