



## **THE KOHIMA EDUCATIONAL TRUST (KET)**

### **DIVERSITY POLICY**

#### **1. Introduction**

KET exists to provide funds to support educational projects in Nagaland as a debt of gratitude to Naga people who supported British 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's 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 annually.

Further questions about KET's Diversity Policy should be sought through the CEO via email [sylvia@kohimaeducationaltrust.org](mailto: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: November 2021**

**Date of next review: November 2024**