# Nakshatra Tamil School equality, diversity and inclusion policy

**[Nakshatra Tamil School]** is committed to encouraging equality, diversity and inclusion among our organisation, and eliminating unlawful discrimination.

The aim is for our organisation to be truly representative of all sections of society and our students and families, and for each volunteers to feel respected and able to give their best.

The organisation - in providing services - is also committed against unlawful discrimination of of the public.

## Our policy’s purpose

This policy’s purpose is to:

1. Provide equality, fairness and respect for all in our organisation, whether temporary, part-time or full-time

2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:

* age
* disability
* gender reassignment
* marriage or civil partnership
* pregnancy and maternity
* race (including colour, nationality, and ethnic or national origin)
* religion or belief
* sex
* sexual orientation

## Our commitmentsThe organisation commits to:

1. Encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense

2. Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

This commitment includes training staff about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow volunteers, students, families, suppliers, visitors, the public and any others in the course of the organisation’s work activities.

Further, sexual harassment may amount to a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

4. Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

5. Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

6. Monitor the make-up of the organisation regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

Agreement to follow this policy

The equality, diversity and inclusion policy is fully supported by the senior leadership and in agreement with other staff.