

Equality, Diversity and Inclusion Statement

Kenward Trust is very proud to be an inclusive organisation.

Kenward Trust recognise and understand that everyone is unique and everyone has value.

We care about our *staff, our residents, our service users, our volunteers and all those involved*. We work to ensure everyone feels they belong and can thrive. We are an inclusive organisation where kindness and a curiosity to talk and learn about each other is encouraged and lies at the heart of who we are and is at the heart of what we do.

We care about equality, diversity and inclusion - everyone matters and together every one of us helps to improve and ultimately save lives.

Equality Diversity and Inclusion what is it and why is it so important?

What does it mean?

Equality

- is ensuring everyone has access to the same opportunities and services
- is being open to everyone; embracing difference
- is ensuring everyone has an equal opportunity to make the most of their life and career
- is not sameness

Diversity

- is what makes everyone different
- is not about labels or labelling people
- of thought has a positive impact in our workplace
- makes us unique, enabling us to thrive by embracing our differences

Inclusion

- is celebrating diversity, its importance and the value it brings
- is recognising and reflecting our constantly changing and different society
- creates an environment that values and welcomes everyone, helping everyone feel they belong
- is embracing everyone, together

Why is it important?

Everyone belongs

Everyone is unique. We embrace this uniqueness, treating everyone as equals and ensuring the same opportunities are available to all. We strive to build open relationships based on trust, kindness and compassion, leading to a sense of belonging.

Everyone is different

Valuing difference in all its forms makes Kenward Trust the organisation it is. Supporting and encouraging people to grow, thrive and be themselves goes to the heart of who we are, what we do and our success. Our differences support us in helping our residents and service users.

Everyone can be curious

Encouraging a greater curiosity to learn about each other and our residents and service users are at the heart of who we are. Taking time to talk and explore our differences is everyone's responsibility. It helps us all to grow and in turn enables us to understand and help our residents and service users.

Learn more...

Inclusive language

Kenward Trust recognise that everyone is unique, everyone is different and everyone has value. As a service we are committed to ensuring we demonstrate fairness, sensitivity and respect in all aspects of our work and in relation to the lives of our residents, service users and each other. Together we help to save lives, working as one team.

Our commitment to equality, diversity and inclusion is also demonstrated by the language we use. What we say and how we say it can have a huge impact on those around us, which is why it's important to make sure our language includes everyone. Remembering to speak and write with respect and kindness lies at the heart of who we are.

Inclusive language takes into the account the needs and differences of everyone. It should be gender neutral.

It should not be:

- patronising or stereotypical
- discriminative
- negative

The language we use makes it clear we embrace diversity, and demonstrate the respect and sensitivity that we show to everyone.

A bit more information...

Gender neutral

This is taking the gender out of our everyday language. Being gender neutral is more inclusive. For example, rather than using 'he' or 'she', we try to use names or refer to a person as 'they' or 'them'. We may also neutralise titles and roles as this avoids stereotyping and bias.

Patronising or stereotypical terms

We avoid labelling people, we listen and try not to make assumptions based on stereotypes. By treating everyone with respect and consideration, we are more inclusive.

Language and equality, diversity and inclusion

The language we use should take into account the protected characteristics—elements of our identity that are known to be judged by society. The Equality Act 2010 protects us all by making it illegal to discriminate against or harass someone because of these characteristics. The language we use should be both kind and inclusive.

Positive action

What is positive action?

Positive action is the deliberate introduction of measures to remove or reduce the effect of discrimination in the employment market. It is a way of encouraging and increasing job applications from people who are members of under-represented groups, and is lawful under the Equality Act, 2010.

This means that if there is an imbalance in our workforce, with certain groups under-represented, the Equality Act permits us to attempt to remedy this.

Why would we do this?

Positive action measures bring benefits to our organisation because it:

- widens the pool of talented, skilled and experienced people from which to recruit
- helps us create a dynamic and challenging workforce able to respond to changes
- gives us a better understanding of the needs of a more diverse range of customers

What we do

As an Equal Opportunities employer, we strive to ensure our workforce represents the community in which we work, and positive action enables us to do this. We are committed to equality, including making sure our recruitment and selection process encourages applications from a wide range of people. The Kenward Trust strives to be an approachable service for everyone.

The Equality Act does not limit the action we can take, as long as it is a balanced means of achieving, enabling or encouraging participation. This would include for example the provision of additional training to obtain professional qualifications and actively supporting staff members CPD.

We are committed to attracting the best candidates from all backgrounds to ensure our workforce represents the communities we serve. For example, because Kenward Trust has a substantially higher proportion of white staff and volunteers, positive action initiatives are being sought to enable us to seek increased applications from those from an ethnic minority background.

Positive action - not positive discrimination

Positive action should not be confused with positive discrimination.

Positive discrimination is the act of favouring someone based on a 'protected characteristic' and is unlawful. Setting quotas or benchmarks in the recruitment process to take on a proportion of people from a protected characteristic group, or promoting a specific number of people within a minority group would be positive discrimination, We do not adopt this type of initiative, and only select the best candidates based on their performance, skills and merit.

Protected characteristics

Kenward Trust is here for everyone. We recognise that everyone belongs and everyone is different and unique. Equality, diversity and inclusion lies at the heart of who we are, and in how we treat each other and our residents. We strive to ensure everyone has equal access to our services and does not experience any discrimination or harassment because of a protected characteristic.

What is a protected characteristic?

Each one of us has one or more of the nine protected characteristics, which are set out below. These were specified in the [Equality Act, 2010](#), which made it illegal to discriminate or harass someone because of a protected characteristic.

The protected characteristics

Age

A person should not be discriminated against or treated less favourably because of their age. This can relate to an age range, for example 18 to 30 year olds, or a specific age, for example 66. However, age can be referred to where it creates a risk and this can be proven.

Disability

The Equality Act defines disability as a 'physical or mental impairment' which 'has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities'.

An 'impairment' can be physical or mental, and does not have to be a medically diagnosed condition, while long-term means an impairment that will, or has lasted for at least 12 months.

Kenward Trust understand and recognise that disabled people can also be 'disabled' by socially created barriers, such as poor accessibility or other people's attitudes.

We work to provide an inclusive service and workplace. We recognise that disabled staff, residents and staff may require a range of different solutions and may in some circumstances, face increased risks.

Gender reassignment

Refers to individuals who feel that their gender at birth does not match their gender identities and it may or may not involve changing physiological or other gender attributes. It's important to understand that this is a personal process rather than a medical one. You do not have to undergo medical treatment or be under medical supervision to be protected under the Equality Act as a transgender person.

A person's self-affirmed gender identity may not be binary (i.e; male or female) and may be fluid. Wherever possible, *Kenward Trust* strives through the use of first name, last name and adapted pronouns, to be sensitive to the preferred genders of our customers and colleagues.

Marriage and civil partnership

Marriage and civil partnerships are unions between a man and a woman or between a same-sex couple.

However, this protected characteristic does not apply if you are:

- single
- living with someone as a couple but are neither married nor civil partners
- engaged to be married but not married or divorced
- a person whose civil partnership has been dissolved

Protection applies only in the workplace. There are some exceptions, for example a member of an organised religion could be refused employment if married or in a civil partnership.

Kenward Trust treats all staff, residents and volunteers equally, regardless of their marital status.

Pregnancy and maternity

Pregnancy is the condition of being pregnant, while maternity refers to the period after the birth and is linked to maternity leave in the employment context.

In non-work situations, protection against maternity discrimination is for 26 weeks after giving birth, which includes treating a woman unfavourably because she is breastfeeding.

Race

Under the Equality Act, race includes a person's colour, nationality, and ethnic or national origin. This protected characteristic includes individuals as well as racial groups, which in turn can include a group made up of two or more groups, encompassing their racial heritage.

Racial inequality can affect anyone. *Kenward Trust* is opposed to any form of racism, or discrimination. We do not tolerate hate. We are here for everyone in the country and ensuring we are culturally aware is important to us.

We value diversity and are currently working hard to address a lack of representation of staff and volunteers from minority ethnic backgrounds. Although there is still a lot of work to do, we are exploring various avenues to improve to demonstrate our commitment to the representation of people from ethnic minority backgrounds across all roles at every level.

Sex

The protected characteristic of sex relates to men and women. Our Equality and Diversity policy helps us prevent discrimination and promote equality in the workplace, and we provide a range of flexible working arrangements which enable staff who are parents to combine work and family commitments.

Sexual orientation

People are protected from discrimination on the grounds of who they are attracted to sexually. A person's sexual orientation may be towards people of the same sex (gay or lesbian), the opposite sex (heterosexual), asexual or of more than one sex (bisexual).

Kenward Trust understand that a person's sexual orientation and gender identity is important and that a person can encounter discriminatory attitudes relating to both. We recognise that gender is broader than the historic binary categorizations.

Religion and belief

Religion refers to any religion, including no religion.

Belief refers to any religious or philosophical belief and includes a lack of belief.

We seek to ensure we have awareness of religious diversity and the way this interacts with the cultural and racial identities of the people we serve. This means that when we visit our residents and service users properties, we ensure we do so in a religious and culturally sensitive manner.