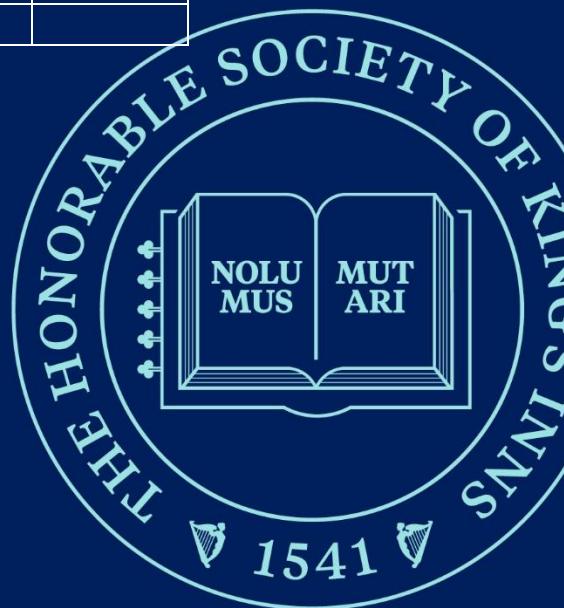


# KING'S INNS

## Equality, Diversity and Inclusion (EDI) Policy

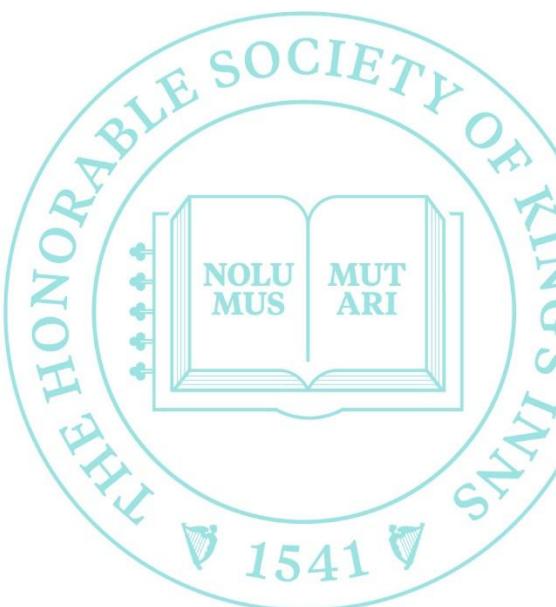
Responsible staff member:	CEO	
Name of approval body:	Council of King's Inns	
Date of first approval:	2/4/2025	
Frequency of review:	Every 3 years, unless it is required sooner	
Next review date:	2028	

Revision No.	Details of change/s	Date
01		
02		



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## 1. Purpose of Policy

At King's Inns, we believe that everyone, regardless of their background, should have the opportunity to learn, work, belong, and succeed. Our commitment to Equality, Diversity, and Inclusion (EDI) is centred around fostering an inclusive, diverse, safe, and respectful culture.

EDI strives to achieve the following objectives:

1. **Inclusive Culture:** We aim to create an environment that is nurturing, supportive, and inclusive while maintaining the highest standards. This applies to the staff experience, the learner experience and the teaching and learning experience.
2. **Promoting Equality:** We actively support and encourage equality of opportunity for all members of our community.
3. **Preventing Discrimination:** We work diligently to prevent discrimination and protect the human rights of our staff, learners, and everyone affected by our policies and plans.
4. **Real Opportunities:** Our commitment to EDI ensures that all community members can thrive, be respected, and have genuine opportunities to participate in and contribute to King's Inns activities, enabling them to achieve their fullest potential.
5. **Benefits:** A strong commitment to equality, diversity, and inclusion leads to benefits such as attracting, retaining, and developing learners and employees. It fosters better performance, a sense of commitment, engagement, well-being, and ultimately contributes to achieving excellence.

By actively fostering an inclusive and respectful institutional culture, we recognise the value of our diverse community and strive to create an environment where everyone can flourish.

King's Inns remains dedicated to these principles as outlined in our Strategic Plan.

*"We recognize there are two sides to education – the student experience and the teaching experience. We aim to create a social and learning environment that is nurturing, supportive and inclusive while maintaining the highest standards", "we support and encourage equality of opportunity..."*

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## 2. Scope of Policy

This Policy applies to all members of the King's Inns community, including:

- King's Inns employees
- Learners
- Visitors, including external persons or organisations using the King's Inns premises or facilities
- Individuals working or acting on King's Inns behalf, including suppliers of goods and services
- All applicants for work and study.

It is applicable but not limited to assessments, scholarships, bursaries and prizes, training and development, conditions of service, benefits and pay, conduct at work and the staff grievance and disciplinary procedures.

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### 3. Definitions

**Equality** is about dignity and respect. It is about ensuring that every individual has an equal opportunity to make the most of their lives and talents and believing that no one should have poorer life chances because of where, what or whom they were born, what they believe, or whether they have a disability. Equality is not always about treating everyone the same – it is about treating people in such a way that the outcome for each person can be the same.

**Equality** is ensuring that one person is not treated less favourably than another person in a comparable situation, because they differ under any of the following grounds:

- Age
- Civil Status
- Disability (including physical, intellectual, learning, cognitive, emotional or medical conditions)
- Family Status
- Gender
- Housing Assistance Payment
- Membership of the Traveller Community
- Race (colour, nationality or ethnic or national origins)
- Religion
- Sexual Orientation.

**Diversity** is about differences, seen and unseen. Diversity means more than just acknowledging and/or tolerating difference. Diversity involves understanding, appreciating and embracing differences and practicing mutual respect for qualities and experiences that are different from the majority.

**Inclusion** is about creating an environment where people are valued, they feel valued and respected and are able to achieve and contribute to their full potential. An inclusive environment improves communication and interaction with staff, learners and our wider community.

**Inclusion** is about creating a sense of belonging; feeling a level of support and commitment from others so that everyone can achieve their best at work and study.

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### 4. Policy Statement

Our community is made up of a wide range of people with diverse backgrounds and circumstances, which we value and regard as a great asset.

We strive to create an environment in which all members of our community should expect to be able to thrive, be respected and have a real opportunity to participate in and contribute to King's Inns activities so that they can achieve their fullest potential.

King's Inns is committed to supporting equality, diversity and inclusion (EDI) for all staff and learners in every area of their King's Inns experience. We value equality, diversity and

inclusion in all aspects of our activities, as a significant contribution to good governance, providing a positive learner and staff experience for all.

This commitment is supported by the Benchers, Council, management and staff. It allows us to grow a diverse and inclusive workplace and learning environment which promotes equal opportunities and success for all.

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## 5. Roles and Responsibilities

The CEO is the owner of this policy.

All members of the King's Inns community have a role under the Equality, Diversity and Inclusion Policy, in that they are responsible for their own behaviour but also responsible for ensuring that they carry out their role in line with this policy.

Individuals therefore are:

- Responsible for making themselves aware of the Equality, Diversity and Inclusion Policy.
- Expected to participate in training which supports the implementation of King's Inns Equality, Diversity and Inclusion Policy, as appropriate.
- Responsible for their behaviour and expected to treat others with dignity and respect and to challenge inappropriate behaviour or discrimination.
- Responsible for ensuring that their programmes of work, teaching content and resources should demonstrate sensitivity to equality and diversity issues.

Non-compliance with the EDI Policy may result in complaints under the Dignity at Work (available in Staff Handbook) policy or other relevant policies and potential disciplinary action.

The Senior Management Team will ensure that:

- There is strong leadership on equality, diversity and inclusion at all levels of King's Inns.
- That equality is promoted, discrimination prevented and the human rights of everyone affected by our policies and plans are protected.
- Employees, learners and visitors are treated fairly. King's Inns will take prompt action over alleged discrimination or harassment.
- Training on equality and diversity related matters will be facilitated.
- External contractors are made aware of their responsibility in relation to equality and diversity and will be required to comply with King's Inns policies.
- Public events are held, wherever possible, in accessible locations.

Those with leadership, management and co-ordinator responsibilities have a responsibility to:

- Set a good example by treating all members of the King's Inns community with dignity and respect.
- Manage unacceptable behaviour in accordance with relevant policies.
- Increase awareness of EDI and promote a positive working, research, teaching, learning and social environment.

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## 6. Monitoring and Review

The policy owner is responsible for monitoring implementation of the policy, ensuring that all associated documents are updated and current, and that the policy is reviewed as required.

The policy will be reviewed every three years from the date of first approval unless changes are required owing to legal, statutory and/or organisational change.

All policies and policy changes are approved by Council on the recommendation of Standing Committee

The Standing Committee will agree appropriate initiatives and measurable objectives to ensure the effectiveness of this policy.

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## 7. Associated Documents

### Legislation

There are different legislative measures in place that protect people from discrimination. King's Inns will apply this policy in compliance with and in the spirit of all relevant legislation, examples of which are below.

The Equal Status Acts prohibit discrimination in the provision of goods and services, the provision of accommodation and access to education, on any of the nine grounds. The Acts outlaw discrimination in all services that are generally available to the public whether provided by the state or the private sector.

The Disability Act 2005 places an obligation on service providers to support access to services and facilities for people with disabilities.

The Gender Recognition Act 2015 provides a process enabling trans people to achieve full legal recognition of their true gender and allows for the acquisition of a new birth certificate that reflects this change.

The Employment Equality Acts outlaw discrimination in a wide range of employment and employment-related areas. These include recruitment and promotion; equal pay; working conditions; training or experience; dismissal and harassment including sexual harassment.

The main type of unlawful discrimination involves the treatment of a person in a less favourable way than another person is, has been, or would be treated in a comparable situation on any of the nine grounds.

- Staff Handbook