



National Association for the Teaching of English

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Equality & Diversity Policy

This policy was approved by NATE's Development and Management Team (including Trustees) on 25th September 2020. This policy will be reviewed annually.

NATE is committed to fostering a culture of diversity and inclusion. We are an inclusive and anti-racist organisation who will challenge discrimination in any form, including, race, class, gender, sexual orientation, age, (dis) -ability and anti-Semitism. NATE has a responsibility to champion the success of teachers, writers, researchers and young people from diverse backgrounds.

Introduction

All members of the Association are assured the right of equitable, fair and respectful treatment. We adopt the principle of diversity and equality in our organisational structures and in all of our policies and activities. We also use our influence as an organisation to promote this principle in the subject community at large. NATE believes that the study of language and literature can and should provide a platform and voice for people of all backgrounds. However, we recognise that there is still disparity within education in terms of opportunity and access to the provision needed to develop the literacy levels of young people, including 'the forgotten third'. NATE has a role in challenging this inequality and strongly believes that all teachers and young people should have access to high quality educational opportunities, irrespective of their postcode, gender, ethnicity, sexuality or (dis) – ability.

This policy sets out the organisation's position on equal opportunity in all aspects of employment, including recruitment and promotion, giving guidance and encouragement to employees at all levels to act fairly and prevent discrimination on the grounds of sex, race, marital status, part-time and fixed term contract status, age, sexual orientation or religion.

Statement of policy

(a) It is the policy of NATE to ensure that no role applicant or employee receives less favourable treatment on the grounds of sex, race, marital status, disability, age, part-time or fixed term contract status, sexual orientation or religion, or is disadvantaged by conditions or requirements that cannot be shown to be justifiable. The organisation is committed not only to its legal obligations but also to the positive promotion of equality of opportunity in all aspects of employment.

(b) NATE recognises that adhering to the Equal Opportunities Policy, combined with relevant employment policies and practices, maximises the effective use of individuals in both the organisation's and employees' best interests. NATE recognises the benefits of a diverse workforce with different backgrounds, solely employed on ability.

(c) The application of recruitment, training, and promotion policies to all individuals will be on the basis of role requirements and the individual's ability and merits.

(d) All employees of the organisation will be made aware of the provisions of this policy.

Recruitment and promotion

(a) Advertisements for posts will give sufficiently clear and accurate information to enable potential applicants to assess their own suitability for the post. Information about vacant posts will be provided in such a manner that does not restrict its audience in terms of sex, race, marital status, disability, age, part-time or fixed term contract status, sexual orientation or religion.

(b) Recruitment literature will not imply a preference for one group of applicants unless there is a genuine occupational qualification which limits the post to this particular group, in which case this must be clearly stated.

(c) All officer and other vacancies will be circulated internally.

d) All descriptions and specifications for posts will include only requirements that are necessary and justifiable for the effective performance of the job.

(e) All selection will be thorough, conducted against defined criteria and deal only with the applicant's suitability for the job or role. Where it is necessary to ask questions relating to personal circumstances, these will be related purely to job requirements and asked to all candidates.

Employment

(a) NATE will not discriminate on the basis of sex, race, marital status, disability, age, part-time or fixed term contract status, sexual orientation or religion in the allocation of duties between employees or volunteers or officers.

(b) NATE will put in place any reasonable measures and/or adjustments within the workplace for those employees who become disabled during employment or for disabled appointees.

(c) All employees, officers and volunteers will be considered solely on their merits for role development with equal opportunities for all.

Training

(a) Employees will be provided with appropriate training regardless of sex, race, marital status, disability, age, part-time or fixed term contract status, sexual orientation or religion.

(b) All employees will be encouraged to discuss their career prospects and training needs with an appropriate colleague e.g. Trustee or Chair.

Grievances and Victimisation

(a) NATE emphasises that discrimination is unacceptable conduct which may lead to disciplinary action under the organization's Disciplinary Procedure.

(b) Any complaints of discrimination will be pursued through the organisation's Grievance Procedure.

Publications and publicity

All NATE publications and publicity material will avoid:

* racist language which stereotypes any racial group

* sexist language which is demeaning to those of any gender or any sexual orientation.

* demeaning language in relation to disabled people, elderly people or which singles out for ridicule people of any sexual orientation.

NATE will make every attempt to promote its activities among all sections of the community, ensuring that membership and publicity material is directed towards specialised agencies and media catering for any of the above-mentioned communities. NATE will monitor this practice to ensure its effectiveness.

Whenever possible NATE will attempt to base its activities at centres which provide suitable facilities, amenities and access for the disabled, including wheelchair users. Publicity material should inform potential participants of these features.

NATE will not knowingly allow its publications, events, premises or facilities to be used for the expression of views which seek to undermine this policy.

Reviewing NATE's current position on equality and diversity.

Committees/Working Groups

The Nate M/C Diversity Working group has a long history of sharing good practice on interactive learning through talk and discussion of literature, promoting pupil engagement that is friendly to all pupils but particularly those who are new to English. These ideas about pedagogy, the use of language in the classroom and pupils' own life experiences are distinctive, based on seminal research into how pupils acquire and enrich their spoken and written language, and are rooted in good English teaching.

Publications

Throughout NATE@s publications, NATE has provided writers, teachers and young people from diverse backgrounds to have their work promoted, reviewed and published. For example, the latest edition of *Teaching English* was a dedicated edition on the theme on decolonising the Literature curriculum. Find out more @ <https://www.nate.org.uk/magazines-journals-newsletters/>

CPD

National and Regional CPD regularly provide opportunities for contributors from different backgrounds to present their work and ideas, including support for teachers on how to promote diversity within their curriculum.

Working with young people and celebrating engagement and achievement

- 1) Cumbria project
- 2) Providing a platform for teachers and students from diverse backgrounds to have their voice heard (ie. Kate Clanchy's work)

How we can improve

- 1) Continue to challenge and campaign against educational discrimination and inequality
- 2) Ensure that the products and services we offer support all members of the English teaching community and represent the young people they work with
- 3) Reach out to minority groups to seek their views of how we can promote diversity
- 4) Ensure NATE members are more aware of diversity issues within education through our publications, CPD and research
- 5) Review recruitment processes, including call for papers
- 6) Provide advice, resource lists and reading lists that will promote diversity in all forms

- 7) Provide advice, resource lists and reading lists that will promote diversity in all forms, but particularly those relevant to the teaching of English: cultural, linguistic, intellectual and aesthetic diversity