

Document Number DTI/POL001

EQUALITY AND DIVERSITY POLICY

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1. Policy Statement

Dermal Training Institute is committed to promoting equality, diversity, and inclusion throughout all aspects of our educational and training provision. We celebrate diversity and strive to create a learning environment where all individuals are treated with respect and dignity.

2. Scope

This policy applies to all students, staff, trainers, assessors, and external stakeholders. It encompasses all activities related to recruitment, training delivery, assessment, and institutional operations.

3. Legal and Regulatory Framework

This policy aligns with Kenya's Constitution (2010), the TVET Act (2013), and the KNQA regulations on non-discrimination and equality in educational settings. Dermal Training Institute also follows best practices in global standards for inclusion.

3.1. Equality and Non-Discrimination (Article 27) Kenya Constitution 2010

- Equal Protection: All persons are equal before the law and have the right to equal protection and benefit of the law.
- Prohibited Grounds of Discrimination: No person may directly or indirectly discriminate against another on any ground, including:
 - o Race, sex, pregnancy, marital status, health status
 - o Ethnic or social origin, colour, age, disability
 - o Religion, conscience, belief, culture, dress, language
 - o Birth, nationality, or any other status.
- Affirmative Action: The Constitution allows for affirmative action to redress past inequalities, particularly for marginalized groups (e.g., women, persons with disabilities, ethnic minorities, and youth).

3.2. Rights of Minorities and Marginalized Groups (Article 56)

The State must implement policies to ensure minorities and marginalized groups benefit from:

- Equal opportunities in economic and educational spheres.
- Participation in governance and cultural rights.
- Special representation in Parliament and other state bodies.

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3.3 Gender Equality (Article 27(3), (6), (8))

- Women and men have equal rights, including in political, economic, and social spheres.
- The State must ensure no more than two-thirds of any public body is of the same gender ("two-thirds gender rule").
- Laws must be enacted to eliminate harmful practices (e.g., female genital mutilation, forced marriages).

3.4. Persons with Disabilities (Article 54)

- Right to dignity, access to public facilities, and reasonable accommodations.
- Access to education, employment, and political participation.
- Use of sign language, Braille, and other assistive technologies.

3.5. Cultural and Linguistic Diversity (Articles 7, 11, 44, 55)

- National & Official Languages: Kiswahili is the national language, English is official, but the State must promote and protect indigenous languages.
- Cultural Rights: Every person has the right to use their language and participate in cultural life.
- Protection of Minority Cultures: Communities are free to maintain their cultural heritage.

3.6. Representation in Governance (Articles 81, 100, 177)

- The electoral system must comply with principles of equality, fair representation, and diversity.
- Special seats are reserved for women, youth, and persons with disabilities in Parliament and county assemblies.

3.7. Implementation & Enforcement

- Courts can enforce these rights under Article 22 (right to approach courts for violations).
- The Kenya National Human Rights and Equality Commission (KNHREC) monitors compliance.

4. Principles

The Dermal Training Institute as a professional training institution upholds principles of equality and diversity in line with Kenya's Constitution (2010) and global best practices in education and workplace ethics. While specific policies may vary, we are bound by these principles:

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1. Non-Discrimination & Equal Opportunity

Fair Access: All students and staff are treated equally regardless of race, gender, religion, disability, age, or socio-economic background.

Inclusive Admissions: No barriers to enrolment based on protected characteristics (as per Article 27 of the Kenyan Constitution).

2. Gender Equality & Representation

Equal Training Opportunities: Encourages women and men equally in dermal therapy, aesthetics, and skincare professions.

Compliance with the Two-Thirds Gender Rule: If applicable in leadership or student representation.

3. Respect for Cultural & Religious Diversity

Cultural Sensitivity: Training materials and interactions respect different cultural practices related to skincare and beauty.

Accommodations: Allows religious dress (e.g., hijabs) and respects cultural modesty preferences in training.

4. Support for Persons with Disabilities (PWDs)

Accessible Facilities: Adjustments for students with disabilities (e.g., ramps, assistive tech).

Inclusive Training: Adapts practical sessions to accommodate different abilities.

5. Affirmative Action for Marginalized Groups

Scholarships & Outreach: May offer support to underrepresented communities (e.g., low-income students, persons with disabilities).

6. Zero Tolerance for Harassment & Bias

Anti-Bullying Policies: Prohibits discrimination, racism, sexism, or any form of harassment.

Reporting Mechanisms: Clear procedures for addressing grievances related to inequality.

7. Inclusive Curriculum & Training

Diverse Case Studies: Covers skincare for all skin types and tones.

Language Accessibility: May offer training in multiple languages (e.g., Swahili, English, or local dialects).

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8. Staff & Trainer Diversity

Inclusive Hiring: Promotes diversity among instructors and management.

Bias Training: Ensures staff understand equality laws and unconscious bias.

9. Legal Alignment

Dermal Training Institute align with but not ONLY limited to:

Kenyan Constitution (2010) – Articles 27, 54, 56 (equality & disability rights).

Employment Act (2007) – Prohibits workplace discrimination.

Persons with Disabilities Act (2003) – Accessibility compliance.

Any other act as stipulate by our partners and other examination bodies

5. Implementation Strategies

Implementation Strategy for Equality and Diversity Policies

1. Policy Development & Legal Compliance

- Review existing policies against Kenya’s Constitution (2010), Employment Act, and Disability Act.
- Commitment to non-discrimination.
- Protected characteristics (gender, disability, ethnicity, etc.).
- Consequences for violations.
- Align with national laws in terms of two-thirds gender rule and 5% PWD quota met in staff/students (or progressive plan).

2. Leadership & Governance Commitment

- Assign an Equality & Diversity Committee (include staff, students, and marginalized reps).
- Train leadership on unconscious bias, inclusivity, and legal obligations.
- Public commitment through;
- ✓ Publish the full Equality and Diversity policy on the institute’s website and social media page under "Commitment to Inclusion."
- ✓ Dermal Institute signed public commitment letter BY CEO "We Champion Equal Opportunities"
- ✓ Collaborate with NGEK, KNHREC, or disability NGOs for joint workshops

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- ✓ Publicly award affirmative action scholarships dedicated for special groups- talented youths living Kibera and Mathare slums.

3. Awareness & Training Programs

- Mandatory staff/student training on:
 - Anti-discrimination laws.
 - Cultural sensitivity.
 - Disability awareness.
 - Workshops & seminars featuring experts on gender, disability, and ethnic inclusion.
 - Use real-life case studies (e.g., handling discrimination complaints).

4. Inclusive Recruitment & Admissions

- Blind recruitment (remove names/gender from applications to reduce bias).
- Targeted outreach to marginalized groups (e.g., scholarships for PWDs, women in STEM).
- Diverse interview panels to ensure fair selection.

5. Accessibility & Reasonable Accommodations

- Audit physical infrastructure (ramps, elevators, Braille signage).

6. Monitoring & Reporting Mechanisms

- Anonymous feedback systems (e.g., suggestion boxes, online surveys).
- Regular diversity audits (track student/staff demographics).
- Transparent reporting (publish annual diversity reports).

7. Zero-Tolerance Enforcement

- Clear disciplinary actions for discrimination/harassment.
- Confidential grievance handling (designated officers for complaints).
- Protection for whistle-blowers (no retaliation for reporting issues).

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8. Celebrating Diversity & Inclusion

- Cultural events (e.g., International Women’s Day, Disability Awareness Month).
- Student-led diversity clubs
- Showcase success stories (e.g., alumni from marginalized groups).

9. Continuous Improvement

- Annual policy reviews (update based on feedback and legal changes)
- Benchmark against global best practices (UN SDGs on equality).
- Stakeholder consultations (students, staff, NGOs, government bodies).

Expected Outcomes

- Reduced discrimination complaints.
- Increased diversity in admissions & staffing.
- Improved retention of marginalized groups.
- Positive reputation as an inclusive institution.

6. Roles and Responsibilities

- The Institute Director oversees policy implementation and compliance.
- Staff and trainers must model inclusive behavior and report concerns.
- Students are expected to respect diversity and contribute to a positive learning culture.

7. Reporting and Complaints

Individuals who believe they have experienced or witnessed discrimination can report to the Quality Assurance Officer. Complaints will be addressed promptly, confidentially, and in accordance with the Institute’s grievance procedures.

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8. Policy Review

This policy is reviewed every 2 years or in response to legislative or institutional changes.

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