TAMOS Education is committed to promoting equality and diversity and a culture that actively values and encourages difference. A culture that recognizes that people from different backgrounds and experiences can bring valuable, insights and potential to the workplace, educational process and enhance the way we work and teach.

TAMOS Education aims to be an inclusive educational organization, where diversity is valued, respected and built upon continuously. We aim to recruit and retain a diverse workforce and student body that reflects the communities it serves and the global community in general.

TAMOS Education pro-actively tackles discrimination and disadvantage and aims to ensure that no individual or group is directly or indirectly discriminated against for any reason with regard to education, employment or the accessing of any of its services.

Equality can be described as breaking down barriers, eliminating discrimination and ensuring equal opportunity and access for all groups both in employment, education and access.

Diversity can be described as celebrating differences and valuing everyone. Each person is an individual with visible and non-visible differences and by respecting this everyone can feel valued for their contributions which is beneficial not only for the individual but for the school, local and global community.

Equality and Diversity are not inter-changeable but inter-dependent. There can be no equality of opportunity if difference is not valued and harnessed and taken account of.

TAMOS Education is committed to ensuring that existing and future members of staff, students, parents, job applicants, or workers will be treated fairly in an environment which is free from any form of discrimination or prejudice such as:

- Age;
- Disability;
- Race (includes colour, nationality and ethnic origins);
- Religion and or belief;
- Sex;

TAMOS Education will not tolerate any processes, attitudes and behaviours that amounts to direct discrimination, associative discrimination, discrimination by perception, indirect discrimination including harassment (harassment by a third party), victimization, cyberbullying and bullying through prejudice, ignorance, thoughtlessness and stereotyping.

TAMOS Education is committed to ensuring that all its staff including managers, teachers and non-teachers are trained in equality and diversity so that managers are able to operate this policy. Examples include specific training on child protection, race, gender, disability, age and religion or belief, in accordance with the requirements Kazakh law and good practice.

TAMOS Education takes all claims of discrimination very seriously and will take appropriate action against those concerned. Discrimination occurs when someone directly or indirectly treats a person or a group of people unfavourably because of a protected characteristic such as age, disability, race, religion or belief and sex.

This covers all behaviour including remarks and insinuation, both verbal and non-verbal, which cause offence. Any member of staff, student or parent who is subject to harassment, bullying or discrimination is encouraged to inform the general director or school directors immediately. Any such reports will be held in the strictest confidence as per the TAMOS education Whistle-blower policy. All staff have a responsibility to guard against any form of discrimination and avoid any action which goes against the spirit of this policy. Implementing the policy as part of their day-to-day management of staff and in applying employment policies and practices in a fair and equitable way.

Implemented: March 2019

Выполнено: март 2019 г.

Орындалды: 2019 жылдың наурыз айы

Reviewed: July 2022

Рассмотрен: июль 2022

Қайта қаралды: 2022 жылдың шілде айы

To be reviewed: July 2025

Подлежит рассмотрению: июль 2025

Қайта қарау: 2025 жылдың шілде айы

General Director

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Russian School Director

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Kazakh School Director

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Cambridge School Director

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