

## Equality and Diversity Policy

### Principles

KKB Group supports the principle of equal opportunities in employment. We aim to encourage, value and manage diversity and we recognise that talent and potential are distributed across the populations. Not only are there moral and social reasons for promoting equality of opportunity, it is in the best interest of this organisation to recruit and develop the best people for our jobs from as wide and diverse a pool of talent as possible.

The Group recognises that many people in our society experience discrimination. Discrimination is acting unfairly against a group or individual through for example exclusion, verbal comment, denigration, harassment and victimisation, a failure to appreciate needs or the assumption of such needs without consultation.

Discrimination can be direct or indirect (where there is a requirement or conditions on all, but which has an adverse impact on a particular group and cannot be justified).

All forms of discrimination are unacceptable, regardless of whether there was any intention to discriminate or not. Employees have a duty to co-operate with the Group to ensure that this policy is effective in ensuring equal opportunities and in preventing discrimination. Employees should draw the attention of their supervisor or line manager to suspected discriminatory acts or practices or cases of bullying or harassment.

### Statement of Intent

KKB Group aims to create a culture that respects and values each other's differences, that promotes dignity, equality and diversity, and that encourages individuals to develop and maximise that true potential.

We aim to remove any barriers, bias or discrimination that prevent individuals or groups from realising their potential and contributing fully to our organisation's performances and to develop an organisations culture that positively values diversity.

We are committed wherever practicable, to achieving and maintaining a workforce that broadly reflects the local community in which we operate.

Every possible step will be taken to ensure that individuals are treated fairly in all aspects of their employment with the Group.

Our aim is that the workforce will be truly representative of all sections of society. Selection for employment or promotion or any other benefit will be based on merit and ability only. Selection for training will be based on job requirement only. Intimidation, harassment and bullying will not be tolerated and may lead to disciplinary action.

The Group will challenge discrimination in its own policies. It aims to provide equality and fairness for all job applicants, employees whether part-time, full-time, fixed term or temporary, self-employed contractors

Date Reviewed:	02   04   2019	Page:	1 of 2
Date authorised:	02   04   2019	Document produced by:	Simon Wakeham CMIOSH
Revision number:	006	Document authorised by:	Dalbeer Bhanot – Managing Director

etc., irrespective of gender, marital status, race, ethnic origin, colour, nationality, national origin, religion or belief, disability, sexual orientation, gender reassignment or age

The Group requires that all its contactors and sub-contractors should provide equality and fairness for all job applicants and employees whether part-time, full-time, irrespective of gender, marital status, race, ethnic origin, colour, nationality, national origin, religion or belief, disability, sexual orientation, gender reassignment or age.

**Implementation**

The Managing Director is responsible for the policy's day-to-day implementation. Consultation will take place with a staff working group on the implementation and development of this policy. The Group has drawn up an Action Plan detailing how it will deliver this policy and challenge discrimination in other policies.

It is the responsibility of the Managing Director to monitor effectiveness, and to review and develop the policy where necessary. Monitoring and review will take place annually.

Each employee, self-employed person, consultant, trainer or facilitator is responsible for their own compliance with this policy, Breaches of this Equal Opportunities Policy will be regarded as misconduct and could lead to disciplinary action against employees, appropriate action against a self-employed contractor, termination of contracts for services of consultants or trainers.

Employees who feel they have been discriminated against should raise the matter with their supervisor or line manager. Initially the employee and supervisor or manager should aim to resolve the matter informally. It may be that discriminatory action is unwitting and easily resolved once the problem is clear.

If they are dissatisfied with the outcome, the complaint is very serious, or their line manager is the cause of the complaint, the employee should raise the matter, in writing, as a formal grievance under the Group's Grievance Procedure.

The Group will ensure that all new employees and self-employed persons will receive induction on the policy and action plan and consultants, trainers and facilitators will be fully informed.

Appropriate training and guidance will be provided to develop equality and diversity. Adequate resources will be made available to fulfil the aims of this policy.

Date Reviewed:	02   04   2019	Page:	2 of 2
Date authorised:	02   04   2019	Document produced by:	Simon Wakeham CMIOSH
Revision number:	006	Document authorised by:	Dalbeer Bhanot – Managing Director