

KCM 08 Equality & Diversity Policy

Revision 5 04/04/2018



Knighon
Countryside
Management

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Knighon Countryside Management Ltd is committed to encouraging equality and diversity among our workforce and eliminating unlawful discrimination. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best. To that end the purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, sex and sexual orientation. We oppose all forms of unlawful and unfair discrimination.

All employees, whether part time, full time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Our commitment:

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- All stakeholders, including but not limited to clients, subcontractors and the general public, are entitled to be treated with dignity and respect. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff
- Equality in the workplace is good management practice and makes sound business sense.
- We will review all our employment practices and procedures to ensure fairness.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy is full supported by all staff.
- This policy will be monitored and reviewed regularly, as will the associated action plan.

Mark Gibbens
Managing Director

4 April 2018