



Equality, diversity and inclusion policy

KHL Community Workshop is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.

The aim is for our workforce to be truly representative of all sections of society and our customers, and for each member to feel respected and able to give their best.

The policy's purpose is to:

- provide equality, fairness and respect for all in our members regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation.
- oppose and avoid all forms of discrimination. This includes in dealing with grievances promotion, training or other developmental opportunities.

The organisation commits to:

- Encourage equality, diversity and inclusion in the workshop.
- Create an environment free of bullying, harassment, victimisation and discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all members are recognised and valued.
- Take immediate action against complaints of bullying, harassment, victimisation and discrimination by fellow members customers, suppliers, visitors, the public and any others in the course of the organisation's activities.
- Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken.
- Further, sexual harassment may amount to both a member's rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.
- Make opportunities for training, development and progress available to all members, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- Review workshop practices and procedures yearly.

Details of the organisation's policies and procedures can be found at

<https://www.khlcommunityworkshop.org/policies-and-procedures>

Yearly reviewed by:

The KHL Community Workshop Management Committee