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EQUAL OPPORTUNITIES POLICY

'To provide equal opportunities within our business for all'

Kimblewick is committed to eliminating discrimination amongst our work force. Our objective is to create a working environment in which there is no unlawful discrimination and all decisions are based on merit.

We aim to employ a workforce who reflects our customer base and local community, filling skills gaps by recruiting from the widest possible talent pool.

This document has been prepared by management and all employees will be entitled to read this document.

Status of this policy

This policy does not give contractual rights to individual employees. Kimblewick reserves the right to alter any of its terms and conditions at any time.

Eligibility

This policy applies to all employees, contractors and job applicants

What is discrimination?

Discrimination is unlawful when it takes place on any of the following grounds:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Discrimination can take a number of forms

- Direct discrimination is when someone is treated worse than someone else just because of a characteristic. For example, it would be direct discrimination if a manager excludes an employee from a training course just because he/she holds different religious beliefs.
- It is also direct discrimination when someone is treated worse than someone else because they associate with someone with a characteristic or because they are perceived to have a characteristic. For example, it would be direct discrimination if an employee ostracised a colleague because the colleague has a gay flatmate or because he thinks the colleague is gay.