

Equality, Diversity and Inclusion Policy Statement

The purpose of this policy is to ensure equality, fairness and respect for all workers, job applicants, clients and customers, irrespective of their gender, gender reassignment, marriage, civil partnership, pregnancy, maternity, paternity, race, colour, nationality, ethnic or national origin, religion or religious beliefs, disability, sexual orientation or age.

We value diversity and the individuality and creativity that every worker potentially brings to the workforce. By making sure we promote equality, diversity and inclusion we will be helping everyone to perform at their best and realise their potential.

Our objective is to be a more open, diverse and inclusive organisation. To realise this we are committed to providing a working environment which recognises that people from different backgrounds, experience and abilities can bring new ideas and innovation to improve our business and practices.

Principles

- Workers, job applicants, visitors, clients and customers will be treated fairly, openly and honestly, and with dignity and respect.
- No job applicant or employee will receive less favourable facilities or treatment (either directly or indirectly) in recruitment or employment on grounds of their gender, gender reassignment, marriage, civil partnership, pregnancy, maternity, paternity, race, colour, nationality, ethnic or national origin, religion or religious beliefs, disability, sexual orientation or age
- Kent Group will endeavour to offer support to employees through their changing circumstances for e.g flexible working, conference calling to reduce time away from family, and will make reasonable adjustments to assist people through changes in their personal health.
- Recruitment, training and promotion opportunities will be made as widely available as possible.
- Selection criteria for employment, training and promotion opportunities will be entirely related to the job and decisions will be open and transparent.
- Everyone has the right to work and do business in an environment free of unlawful discrimination and harassment. We will develop an environment where everybody has the opportunity to express themselves and raise ideas regarding their work.
- Any worker, visitor, client or customer who believes he or she is being discriminated against, victimised or harassed should raise the matter through the company's complaints procedure.
- Should any investigation following a complaint of harassment or discrimination find the complaint to be justified, then disciplinary action will be taken against any worker found responsible for harassment or discrimination.

We recognise the contribution of a diverse labour force to the history of the rail industry. We see equality legislation as setting minimum standards. In promoting equality, we want everyone to have access to jobs, training and development opportunities and for all people to be treated fairly.

We will ensure that all our workers, customers and clients are aware of the policy, and that they understand that they have a responsibility to observe it.

Kevin Kent
Managing Director



Signed

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