



UNCLASSIFIED

## EQUALITY AND DIVERSITY POLICY

POL007

<b>Title:</b>	<b>POL007: Equality and Diversity Policy</b>		
<b>Created:</b>	11 July 2021	<b>Reviewed:</b>	3 Feb 2022
<b>Version:</b>	1.0	<b>Pages:</b>	Page 1 of 4



## Introduction

To ensure that Akimbo Core Ltd ("Akimbo") can operate lawfully and ethically, this policy documents expected actions regarding Equality and Diversity.

Akimbo is committed to encouraging equality, diversity and including among our workforce, and to eliminating unlawful discrimination. The aim is for our workforce to be truly representative of all sections of society and our customer, and for each employee to feel respected and be able to give their best at work.

## Scope

This policy applies to all staff of Akimbo Core, including employees, contractors, temporary staff, volunteers, apprentices, and work experience (collectively "Staff").

This policy also applies to any recruitment materials or activity (including those conducted by a third-party recruitment company on behalf of Akimbo), training, promotion or career development, terms of employment, and grievance and disciplinary procedures.

Failure to comply with this policy may result in disciplinary action, up to and including dismissal without notice for gross misconduct.

## References

- Equality Act 2010

## Review

This policy is to be reviewed every year or in-line with changes to legislation.

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## Policy

Staff must not subject any person to unlawful discrimination. Staff must not be subject to discrimination based on:

- ▶ gender or gender reassignment
- ▶ race, nationality, or ethnicity,
- ▶ disability
- ▶ sexual orientation
- ▶ marital status
- ▶ age
- ▶ religion
- ▶ trade union membership

While positive measures may be taken to encourage under-represented groups to apply for all employment opportunities - recruitment and promotion must be based solely on merit.

Staff must not be restricted from accessing training or career development based on any of the characteristics listed above. However, positive measures as permitted by legislation may be taken to encourage under-represented groups to take up training and career development opportunities.

## Exceptions

Any exception to this policy must be approved by a Director in writing.

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## Document Control

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