KITTY WATSON ACTING

KITTY & CO
Children's Talent Management

Equality, Diversity and Inclusion Policy

Kitty Watson Acting (KWA) and Kitty & Co Children's Talent Management (K&C) 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 for each client and their families to feel respected and able to give their best.

In providing our services we are also committed against unlawful discrimination of clients or the public.

This policy's purpose is to:

1. Provide equality, fairness and respect for all in our clients, families and employees (whether temporary, part-time or full-time.)

2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics 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
- sexual orientation

3. Oppose and avoid all forms of unlawful discrimination.

Our commitments

KWA and K&C commits to:

1. Always encourage equality, diversity and inclusion within our organisation.

2. Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all clients and staff are recognised and valued.

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by employees, customers, visitors, the public and any others in the course of the organisation's activities.

Further to this, sexual harassment may amount to both an employment 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.

4. Review all practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

5. Monitor the make-up of the organisation regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

Agreement to follow this policy…

The equality, diversity and inclusion policy is fully supported by all staff at KWA and Kitty & Co and has been shared with and agreed to by all employees.