



## **EQUALITY, DIVERSITY AND INCLUSION POLICY**

### **Our Working Practices**

Kennington Creative Group has always embraced equal opportunity in the workplace and stands against racism and discrimination of any kind. This culture has been built into working practices since we were founded in 2005 and has ensured that no complaint of racism or discrimination has ever been recorded.

However we recognise that there is always more that we can do and in light of the recent racial awareness campaigning we have decided that the time is right to review and update our EDI policies. We want to ensure that our workplace is progressive and enlightened towards an equality agenda.

We have consulted with our staff and we all agree that whilst our recruitment policy is open and fair in many respects, it has failed to result in a workforce that reflects the diversity of Greater London as a whole. We don't believe in diversity quotas for their own sake, but we will make proactive efforts to encourage applications from a wider field of talent to ensure that diversity is as broad and inclusive as possible.