



KITCHEN PARTY

# EQUAL OPPORTUNITIES POLICY STATEMENT

Kitchen Party is committed to promoting equality, diversity and inclusion across all aspects of our business. We strive to create a working environment that is free from discrimination and where everyone is treated with fairness, dignity and respect.

This Equal Opportunities Policy Statement outlines our commitment to ensuring equal treatment for all employees, job applicants, clients and partners, regardless of background or personal characteristics.



# EQUAL OPPORTUNITES POLICY STATEMENT

## 1. SCOPE

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This policy applies to all areas of employment, including recruitment, hiring, training, development, promotion, pay, benefits, working conditions and termination. It also applies to our interactions with clients, suppliers, contractors and other external partners.

## 2. OUR COMMITMENT TO EQUALITY

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Kitchen Party is committed to ensuring that every individual has an equal opportunity to succeed and feel valued. We do not tolerate discrimination, harassment or victimisation on the basis of:

- Age
- Disability
- Gender
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation
- Any other characteristic protected by law

## 3. HARASSMENT & BULLYING

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We operate a zero-tolerance approach to harassment and bullying. Any behaviour that is intimidating, offensive or discriminatory will be addressed promptly and appropriately.

Employees are encouraged to raise concerns, and all complaints will be handled seriously, fairly and confidentially.

## 4. RECRUITMENT & EMPLOYMENT

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Kitchen Party is committed to fair and inclusive recruitment and employment practices. We ensure that:

- Job advertisements are inclusive and encourage applications from all backgrounds
- Selection processes are fair, objective, and based solely on an individual's ability to perform the role
- All employees have equal access to training, development and promotion opportunities



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### 5. TRAINING & DEVELOPMENT

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We support the ongoing development of our people and aim to ensure all employees are able to enhance their skills and progress in their careers. Training on equality, diversity and inclusion is provided where appropriate to support an inclusive workplace culture.

### 6. REASONABLE ADJUSTMENTS

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We will make reasonable adjustments wherever necessary to support employees with disabilities or specific needs. This may include adjustments to working practices, hours, responsibilities, or the working environment to ensure everyone can perform their role to the best of their ability.

### 7. CLIENT AND SUPPLIER RELATIONS

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We are equally committed to ensuring that our services are delivered in an inclusive and respectful manner. Discrimination by clients, suppliers or partners will not be tolerated. We seek to work with organisations that share our values and commitment to equality.

### 8. MONITORING AND REVIEW

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This policy statement is reviewed regularly to ensure it remains effective and aligned with legal requirements and best practice. Feedback from employees and clients is actively encouraged to help us identify areas for improvement. Any changes to this policy will be communicated to all employees.

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# KITCHEN PARTY

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