

JK Wildlife Management
Rabbit, Fox, Deer and Avian Control



Equality and Inclusion Policy
JK Wildlife Management Ltd

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1.0 Policy Statement

JK Wildlife Management Ltd is committed to promoting equality, diversity, and inclusion (EDI) in every aspect of our business. We provide a working environment free from discrimination, harassment, victimisation, and unfair treatment. All individuals—regardless of background—are treated with dignity and respect and given equal opportunity to thrive.

We value the diversity of our staff, subcontractors, clients, and stakeholders, and actively foster an inclusive culture that embraces individual differences and encourages open, respectful dialogue.

2.0 Legal Framework

This policy has been developed in accordance with:

- Equality Act 2010
- Human Rights Act 1998
- Employment Rights Act 1996
- Relevant Health and Safety and Safeguarding legislation

We ensure full compliance with all protected characteristics under the Equality Act:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

3.0 Scope and Application

This policy applies to:

- All employees (permanent, temporary, or casual)
- Subcontractors and agency workers
- Clients and service users
- Visitors, suppliers, and partner organisations

It applies throughout the employment cycle—from recruitment and selection to training, promotion, conduct, and termination.

4.0 Organisational Commitment

JK Wildlife Management Ltd will:

- Treat all individuals fairly and without bias
- Prohibit any form of direct or indirect discrimination
- Promote equal access to roles, responsibilities, and progression
- Make reasonable adjustments for disabled workers
- Ensure that job criteria and site access are inclusive and lawful
- Challenge and address any acts of harassment, bullying, or prejudice

The Managing Director holds overall responsibility for ensuring compliance and upholding these standards throughout the business.

5.0 Inclusive Employment Practises

We operate a fair and transparent recruitment and employment process, including:

- Advertising roles in a non-discriminatory manner
- Making decisions based on merit and suitability
- Ensuring interviews and assessments are accessible
- Providing equal pay for equal work
- Accommodating different cultural, religious, or family needs where operationally feasible

All role descriptions are reviewed to ensure unnecessary barriers to entry are removed.

6.0 Conduct and Behaviour

All staff and subcontractors are expected to:

- Treat others with courtesy and respect
- Avoid offensive language, jokes, or conduct
- Work in a non-discriminatory, inclusive manner
- Report any inappropriate behaviour or incidents promptly

We have a zero-tolerance approach to harassment, including sexual harassment, racist language, exclusionary behaviour, or intimidation on any grounds.

7.0 Training and Awareness

We provide EDI awareness as part of induction and ongoing CPD, ensuring that:

- Managers understand their responsibilities under the Equality Act
- Staff recognise and challenge unconscious bias
- Supervisors are trained to respond to incidents appropriately
- Inclusive language and respectful workplace behaviour are promoted

Posters, briefings, and toolbox talks may be used to reinforce key messages on site.

8.0 Monitoring and Review

We monitor and evaluate our progress on EDI through:

- Staff feedback and engagement
- Review of recruitment and promotion data
- Review of incident reports and complaints
- Participation in public sector framework diversity obligations (where applicable)

This policy is reviewed annually or after any material incident or legal change.

9.0 Complaints and Reporting

Any employee, subcontractor, or client who feels they have experienced discrimination or harassment is encouraged to raise it promptly via:

- Their line manager or supervisor
- The Managing Director
- Our formal grievance procedure
- External support services or legal channels where appropriate

All complaints are handled confidentially and investigated thoroughly. No individual will suffer reprisal or detriment for reporting concerns in good faith.

10.0 Policy Review

This policy is reviewed annually and updated to reflect:

- Legislative changes
- Emerging industry risks
- Audit or inspection findings
- Feedback from staff or partners



James Kennedy
Managing Director

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