

Equality, Diversity & Inclusion Policy Statement

Effective date: 28/10/25

EDI_Policy.docx

Title	Equality, Diversity & Inclusion Policy Statement			Ref. No	POL03
Approved by	M Fry	Date	28/10/25	Issue	16

General statement

As Managing Director, overall responsibility for Equality, Diversity & Inclusion (EDI) within MKC Training is vested in me. We know that diversity in our people brings diversity of thought, skills and knowledge to help us improve and grow. Inclusion ensures everyone can perform at their best in a supportive environment. This statement confirms that MKC Training has a comprehensive Equal Opportunities Policy detailing how we will meet and, where possible, exceed our obligations under equality legislation. The full policy is available on the MKC Training SharePoint site. Where aspects of EDI relate specifically to military learners, these are addressed in accordance with Ministry of Defence policy.

Our commitment

Our Values of **‘Investment in People’** and **‘Collaboration’** recognise our commitment to:

- creating a working environment free from all forms of unlawful discrimination, including victimisation and harassment.
- fostering a workplace where everyone can achieve their full potential, and where individuals are encouraged to give their best.
- providing Company-wide understanding of the message promoted by this policy.
- supporting all staff in understanding their rights and responsibilities.
- ensuring all line managers can fully support staff who seek clarification of their rights and responsibilities within this policy.
- ensuring employment opportunities are open to all qualified candidates.
- recruiting based on merit, and creating recruiting opportunities to reflect the multicultural diversity of our local community.
- protecting staff, wherever possible, from victimisation and unfair treatment, including where they make or support a complaint in good faith.

Confidentiality and Monitoring

MKC Training will ensure that all equal opportunities data is collected and used exclusively for monitoring purposes. It will be treated with confidentiality and sensitivity, and handled according to Data Protection legislation.

Responsibilities

Directors, management and supervisory staff have responsibilities for the implementation of policy. All employees, associates and subcontractors are

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expected to support its application. Instances of discrimination, or non-compliance with the EDI policy will be investigated and, where appropriate, will be considered under the relevant disciplinary procedures. This statement covers all sites on which the company carries out its activities, including remote learning/work activities. It will be reviewed annually and following any changes in legislation.



Michael Fry – Managing Director

Date: 28 October 2025