



## **KOMEDIA BATH EMPLOYMENT POLICY**

Komedia Bath is committed to providing equal employment opportunities for all individuals regardless of their background or disability. We value the unique perspective every person can bring to our team.

### **1. Non-Discrimination**

Komedia Bath does not discriminate based on race, colour, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or any other characteristic protected by law in any aspect of employment, including recruitment, hiring, training, promotion, compensation, benefits, and termination.

### **2. Encouraging Applications from Diverse Backgrounds**

We actively seek applications from individuals from diverse and underrepresented backgrounds, including but not limited to people of colour, LGBTQIA+ individuals and individuals with access requirements. We believe that a diverse workforce fosters creativity, innovation, and a more inclusive workplace.

### **3. Encouraging Applications from Disabled Individuals**

Komedia Bath is committed to providing equal employment opportunities to individuals with disabilities. We recognize the value of different perspectives and skills that disabled individuals bring to our team. We actively encourage applications from disabled individuals and are dedicated to making reasonable accommodations to ensure a fair and accessible recruitment process.

### **4. Access to Work Scheme**

We understand that some applicants and employees may require additional support and accommodations to perform their job duties effectively. Komedia Bath will assist individuals who wish to apply to the Access to Work scheme, a UK government initiative that provides support and funding for disabled employees to address their specific access needs.

## **5. Responsibility for Implementation**

The responsibility for implementing and enforcing this employment policy rests with all employees and management of Komedia Bath. We are dedicated to ensuring that this policy is consistently applied throughout the organization.

## **6. Reporting Discrimination or Harassment**

If any employee believes they have been subjected to discrimination, harassment, or retaliation, they should report it immediately to their supervisor or manager. All complaints will be treated confidentially and investigated promptly. If you are still dissatisfied with the outcome once this has taken place, you may refer in writing to the Chairman of the Board of Directors of the Beau Nash Limited, whose decision will be final.

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This employment policy is subject to periodic review and may be updated to reflect changes in applicable laws and regulations. It is the responsibility of all employees to familiarize themselves with this policy and abide by its principles.

**Date of Policy:** 11/10/2023

**Approved By:**

**Adrian Boreham, Venue Manager**

The Beau Nash Limited t/a Komedia Bath

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Registered with the Financial Conduct Authority under the Co-operative and Community Benefit Societies Act 2014 as a Benefit Society. Registration number: 8079

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