



## **Diversity and Inclusion Policy**

Aesthetics Events is a female owned SME business which operates outside London, therefore, is a 'wider UK agency' with 'minority' ownership.

As an employment business Aesthetics Events Limited operates as a business where everyone is invited, welcomed, and encouraged. It is and always has been our aim to breakdown ethnic, cultural, religious, political, and economic barriers by recruiting and supplying staff from varied ethnic communities that can communicate in several languages.

The culture within our organization is inclusive and diversity is celebrated. Feeling welcomed and respected and utilising talents is a fundamental part of everything that we do. We encourage a culture of fairness, objectivity, diversity, and inclusion whilst offering a stimulating, achieving, and challenging environment. We also engage with our staff, welcome feedback, and offer equal and fair rates of remuneration to all staff.

At Aesthetics we support our team

- By being knowledgeable and effective in dealing with diversity and inclusion issues
- By recognising individual differences
- By providing constructive feedback to all our team members
- By understanding that we are all biased
- By having views and opinions heard
- By treating staff as individuals
- By measuring performance by outputs not inputs
- By giving and receiving regular feedback
- By establishing clear direction
- By setting challenging goals and providing support in achieving them

We acknowledge the importance of diversity and inclusion and are committed to embracing differences i.e., age, disability, gender, ethnicity, religion and beliefs and sexual orientation. I.e., Our current workforce is multicultural, ranges from age 16 to 75 and includes all the above.

Aesthetics Events Limited has embedded diversity and inclusion into our day-to-day business processes; we encourage our clients to provide training for all staff which includes increasing knowledge and awareness of the importance of diversity and inclusion.

- By treating others with respect
- By ensuring that we play our part in making everyone feel included
- By providing feedback to others
- By challenging inappropriate behaviour



- By working hard to achieve our diversity and inclusion goals

We intend to be an organisation that is knowledgeable and committed to best practice for inclusive recruiting and development techniques. For example, we will guarantee an interview to any disabled or deaf candidate that meets the essential criteria set out in the person specification for a vacancy.

We will also reach out and engage with communities and encourage local people to get involved with our business.

As an employment business we are known to listen, learn, adapt and change with our clients and staff and have a reputation for our ability to be flexible, adaptable and creative. We have an acceptance that everyone plays a part in creating an inclusive culture and welcome support from experts. We embrace opportunities to put mistakes right and understand that everyone makes mistakes and that everyone deserves the chance to learn from them.

Signature of person responsible for policy: -

Lee Elizabeth Thomas

A handwritten signature in black ink, appearing to read "L.E. Thomas", with a small flourish at the end.

Managing Director

30th January 2023