



**Tentacle Media**

# **Equality, Diversity and Inclusion Policy**

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**Tentacle Media endeavour to create a supportive working environment in which all individuals are treated equally regardless of their differences.**

**Our aim is to ensure that anyone working with us is given the freedom and encouragement to flourish in the workplace.**

**We recognise that everyone brings their own unique capabilities, experiences and characteristics to their work.**

**Any selection process for employment including: full-time, part-time, temporary, freelancing or work experience will be solely based on an individual's talent and ability.**



**This policy reinforces our commitment to provide fairness in employment and not to discriminate against age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We value such diversity at all levels of the company and oppose all forms of discrimination.**

**This policy will be reviewed quarterly to ensure that equality and diversity remains key to the Tentacle Media working culture.**



**As a company we will strive to protect characteristics as listed in the Equality Act 2010, but also put forward opportunities where possible to increase diversity and inclusion within productions.**

**We will encourage equality, diversity and inclusion in the workplace, creating a working environment free of bullying, harassment, victimisation and unlawful discrimination.**

**Promoting dignity and respect for all and where individual differences and the contributions of all are recognised and valued.**

**We will continue to listen, learn and evolve to create an environment and workplace where all can thrive.**