



KLCT is an accredited Living Wage Foundation employer and is committed to continually developing and maintaining the dynamic and mutually beneficial relationships between staff, volunteers, and the charity. The Trust is committed to the fair work recommendations of providing effective voice, opportunity, security, fulfilment and respect to all and to continually improving its policies and practices.

There are regular meetings between staff and the line manager, all line managers' report to the Trust Manager who reports to the board of Directors of the Trust. This gives staff, volunteers, and any issues they raise representation throughout the Trust's management.

KLCT is committed to encouraging equality and diversity among our workforce and eliminating unlawful discrimination and aims for the workforce to be truly representative of all sections of society and our community, and for each employee to feel respected and able to give their best. Encouraging equality and diversity in the workplace is good practice and makes business sense, 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 staff are recognised and valued. We promote equality, fairness, and respect for all in our employment, we do not unlawfully discriminate because of the Equality Act 2010 protected characteristics. We oppose and avoid all forms of unlawful discrimination and staff are able to join a Trade Union.

The Trust has adopted practices which support the development of a positive and inclusive working environment and organisational culture where all staff and volunteers have rights to fair treatment, respect and continuous development. These include;

- Flexible working opportunities
- No inappropriate use of zero hours contracts or other forms of demand driven contracts
- Investing in development opportunities for staff and volunteers
- Observing existing legislation as a minimum standard and seek to out-perform current legislative requirements where practical.