

Equal Opportunities Policy

V1 September 2018

Reviewed April 2022

Last updated and reviewed October 2024

Statement of policy

Discrimination is unacceptable and we have always held equality of opportunity as essential to our employment practices and procedures. This policy outlines our commitment to these principles. Breaches of the policy will lead to disciplinary proceedings and, if appropriate, disciplinary action.

The aim of the policy is to ensure no job applicant, contractor, or employee is discriminated against either directly or indirectly on the grounds of gender, civil status, family status, sexual orientation, religious belief, age, disability, race or membership of the traveller community. We are also committed to maintaining a neutral working environment in which no worker feels under threat or intimidated.

Dissemination

- We will ensure that the policy is circulated to any agencies responsible for our recruitment and made known to all applicants for employment.
- A copy of the policy will be made available for all employees and made known to all applicants for employment.
- A copy of the policy will be made available to all employees and will also be communicated to all private contractors reminding them of their responsibilities towards the equality of opportunity.

The policy will be implemented in accordance with the appropriate statutory requirements and full account will be taken of all available guidance and in particular any relevant Codes of Practice.

Recruitment and selection

The recruitment and selection process is crucially important to an equal opportunities policy. We will endeavour through appropriate training to ensure that employees making selection and recruitment decisions will not discriminate, whether consciously or unconsciously, in making these decisions. Promotion and advancement will be made on merit and all

decisions relating to this will be made within the overall framework and principles of this policy.

- Job descriptions, where used, will be revised to ensure that they are in line with our equal opportunities policy. Job requirements will be reflected accurately in any personnel specifications.
- All employees involved in the recruitment process will periodically review their selection criteria to ensure that they are related to the job requirements and do not unlawfully discriminate.
- We will adopt a consistent, non-discriminatory approach to the advertising of vacancies and will not confine our recruitment to areas or media sources that provide only, or mainly, applicants of a particular group.
- All applicants who apply for jobs with us will receive fair treatment and will be considered solely on their ability to do the job.
- We will not disqualify an applicant because they are unable to complete an application form unassisted unless personal completion of the form is a valid test of the standard of English required for the safe and effective performance of the job.
- Shortlisting and interviewing will be carried out by a minimum of two people and an external interviewer included in either the first or second round of the interview process.
- Interview questions, and tasks where included, will be based on the essential criteria as stated in the Job Description and will not be of a discriminatory nature. They will be the only measure by which candidates are assessed.
- All applicants and candidates will be offered the opportunity to request reasonable accommodations to ensure that our recruitment is open to all.
- Selection decisions will not be influenced by any perceived prejudices of other staff.

Training and promotion

Senior staff will receive training in the application of this policy to ensure that they are aware of its content and provisions.

All promotions will be in line with this policy, in conjunction with our Internal Recruitment and Promotion Policy.

ENDS