

Equal Opportunities

We recognise that discrimination is unacceptable and although equality of opportunity has been a long-standing feature of our employment practices and procedures, we have made the decision to adopt a formal equal opportunities policy. Breaches of policy will lead to disciplinary investigation and, if appropriate, disciplinary action.

The aim of the policy is to ensure no job applicant or employee is discriminated against either directly or indirectly on the grounds of race, colour, creed, nationality, ethnic or national origin, religious belief, political opinion or affiliation, sex, marital status, sexual orientation, or disability.

We will ensure that the policy is circulated to any agencies responsible for our recruitment and a copy of the policy will be made available for all employees and made known to all applicants for employment.

The policy will be communicated to all private contractors reminding them of their responsibilities towards the equality of opportunity.

Our 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.

We will remain a neutral working environment in which no worker feels under threat or intimidated because of his/her/their sex, religious belief, or political opinion. This means that the display of flags, emblems, posters, graffiti or the circulation of materials or the articulation of slogans and songs which are likely to give offence or cause apprehension amongst groups of employees is prohibited.

Recruitment & Selection

The recruitment and selection processes are crucially important to any 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.

All job descriptions 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 vacancies will be advertised through our website and social media channels. We will not confine our recruitment to areas or media sources which provides only, or mainly, applicants



of a particular group. All applicants who apply for jobs with us receive fair treatment and will be considered solely on their ability to do the job.

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. Short-listing and interviewing will be carried out by more than one person where possible. Interview questions will be related to the requirements of the job and will not be of a discriminatory nature.

We will not disqualify any applicant because he/she/they are unable to complete an application form unassisted unless personal completion of this form is a valid test of the standard of English required for the safe and effective performance of the job. Selection decisions will not be influenced by any perceived prejudices of other staff.

Training & Promotion

All managers will receive training in the application of this Policy, to ensure that they are aware of its contents and provisions. All promotion will be in line with this policy.

Monitoring

We will maintain and review the employment needs of all employees to monitor the progress of this policy. Monitoring will involve: -

- The collection and classification of information regarding the religion, race in terms of ethnic/national origin, the sex and disability of all current employees
- The examination by religion, ethnic/national origin, sex, and disablement of the distribution of employees and the success rate of the applicants
- Recording recruitment, training and promotional records of all employees, the decisions reached and the reason for those decisions.
- The results of monitoring will be reviewed at regular intervals to assess the effectiveness of the implementation of this policy. Consideration will be given, if necessary, to adjusting this policy to afford greater equality of opportunities to all applicants and staff.

Signed:

James McCallan
Director

Date: 23/10/2023