



Equal Opportunities

It is the policy of One Resourcing to provide and ensure equal opportunities in the fields of recruitment, employment and training, irrespective of any characteristics which may place an applicant in any minority or disadvantaged group or groups.

The aim of this Equal Opportunities Policy is to ensure that no job applicant, employee or service user receives less favourable treatment on the grounds of:

- Sex
- Age
- Marital status
- Race or ethnic origin
- Colour
- Disability
- Sexuality

One Resourcing will comply with the relevant legislation that may be enacted from time to time and therefore the policy will be updated as required.

One Resourcing undertakes to take all necessary action to ensure:-

- All employees, job applicants and service users are aware of the Policy
- The Policy is monitored to ensure its effectiveness
- Recruitment and selection methods are examined and reviewed regularly to ensure they are not discriminatory
- Any infringements of the Policy are dealt with within the agreed disciplinary procedures

LEGISLATION SPECIFICALLY RELEVANT TO THIS POLICY:

- Sex Discrimination Acts 1975 and 1986
- Race Relations Act 1976 and Amendment 2000
- Equal Pay Act 1970
- Rehabilitation of Offenders Act 1974 and (Exceptions) Order 1975
- Criminal Justice and Public Order Act 1994
- Disability Discrimination Act 1995
- Employment Equality (Religion and Belief) (Sexual Orientation) regulations 2003
- Rehabilitation of Offenders Act 1974 and (Exceptions) Order 1975
- Asylum and Immigration Act 1996
- Age Discrimination Act 2006

This policy is reviewed on an annual basis and revised on an on-going basis in line with any legislative changes.