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Policy Statement

We are committed to the principle of equal opportunity in employment.

We will ensure that all of our recruitment, selection, training, development, and promotion procedures result in no job applicant or employee receiving less favourable treatment because of their race, colour, nationality, ethnic or national origin, religion or belief, disability, trade union membership or non-membership, sex, sexual orientation, pregnancy or maternity, gender reassignment, marriage/civil partnership, age, or on the basis of being a part-time worker or fixed term employee.

We have the primary responsibility for successfully meeting these objectives by not discriminating in the course of employment against employees or job applicants, not inducing or attempting to induce others to practise unlawful discrimination and bringing to the attention of employees that they may be subject to action under the disciplinary procedure for unlawful discrimination of any kind.

Scope

This policy applies to all employees of Red Rhino Resourcing (RRR)

Our Commitment

- Our recruitment, selection and assessment process will be entirely based on skills and competencies of the specific roles and appointments will be transparent and based entirely on merit.
- Treat any breach of policy with the appropriate disciplinary action. Any individual(s) responsible or involved in any harassment in the workplace will be subject to the disciplinary procedure, which could result in dismissal, depending on the severity of the incident.
- To create an inclusive culture where everyone can be valued for who they are and in which individual differences and the contributions of all our staff are recognised and valued.
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- We will ensure that individuals are treated equally and fairly and that decisions on training, development and progression opportunities are available to all staff and based on objective criteria.
- We will regularly review all our employment practices and procedures to ensure fairness.
- Where we are advised, we will make reasonable adjustments (if applicable) to ensure that our services and offices can be accessed.
- Third-party harassment, concerning our staff or candidates, relating to a protected characteristic will not be tolerated. The employee concerned should inform their line manager at once and RRR will fully investigate and take all reasonable steps to ensure such harassment does not happen again.
- Implement, maintain, and communicate this policy to all RRR employees.

Raising Concerns

All employees have a right to pursue a complaint concerning discrimination, bullying or harassment, RRR take all complaints of this nature seriously. Any person who believes that they have been subject to any form of harassment should raise the matter immediately, following the RRR Complaints and Grievance policy. All complaints will be dealt with promptly and kept strictly confidential. We would like to reassure you that employees will not be penalised for raising a concern unless it is submitted maliciously or made in bad faith.

Monitoring and Review

We will establish the appropriate monitoring systems to ensure to that our Equality and Diversity policy is implemented effectively. Any queries regarding this policy should be addressed to RRR senior management. Any amendments made will be notified by revision of this policy.