

EQUALITY AND DIVERSITY STATEMENT

General

1. This statement sets out the standards that we aim to uphold as a business and that we in turn expect from our business partners, employees and work-seekers in connection with matters of Equality and Diversity. Nothing within this statement is intended to have contractual effect.
2. We are committed to promoting equality of opportunity for all staff and work-seekers. We aim to foster a working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit. We expect our business partners to uphold similar values.
3. We do not discriminate against staff or work-seekers on the basis of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation (protected characteristics). This includes in any advertisements, recruitment and selection, conditions of service or pay and benefits.
4. The principles of non-discrimination and equality of opportunity also apply to the way in which we treat and expect our staff, work-seekers and business partners to treat visitors, clients, customers and suppliers.
5. We will take appropriate steps to accommodate the requirements of different religions, cultures, and domestic responsibilities.

Recruitment and selection

6. We aim to ensure that no applicant or work-seeker ("Applicant") suffers discrimination because of any of the protected characteristics recognised by the Equality Act 2010 and that individuals are treated on the basis of their relevant merits and abilities.
7. Advertisements that we make or publish shall avoid stereotyping or using wording that may discourage particular groups from applying.
8. Applicants shall not be asked about health or disability before a job offer is made, unless limited circumstances apply.
9. Applicants shall not be asked about past or current pregnancy or future intentions related to pregnancy. Applicants shall not be asked about matters concerning age, race, religion or belief, sexual orientation, or gender reassignment without good cause and where such matters are relevant and may lawfully be taken into account.
10. However, we are required by law to ensure that all staff are entitled to work in the UK and all prospective staff or work-seekers, regardless of nationality, must be able to produce original documents (such as a passport) before employment starts, to satisfy current immigration legislation.

Breaches of the policy

11. If you are an Applicant and believe that you may have been discriminated against you are encouraged to raise the matter by making a complaint to The Managing Director, Revolution Driver Recruitment Solutions Ltd, Eastlands Court Business Centre, St Peters Road, Rugby, Warwickshire, CV21 3QP.
12. Any member of Revolution Driver Recruitment Solutions Ltd's staff who is found to have committed an act of discrimination or harassment will be subject to disciplinary action. We take a strict approach to serious breaches of this policy.