

1.0 INTRODUCTION

Peat Rigg Outdoor Centre is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination. It is based on moral and ethical arguments and is concerned with promoting the rights of all members in society.

Equal Opportunities focuses on securing the quality of groups, particularly minority groups and seeks to alleviate disadvantages that are experienced by them.

2.0 POLICY STATEMENT

Peat Rigg is an equal opportunities Employer and is committed to the implementation of employment practices which will ensure no potential or current employee is treated less favourably on the grounds of

- Marital Status,
- Race (which includes Colour, Nationality and Ethnic Origin),
- Age,
- Class,
- Pregnancy,
- Sexual Orientation,
- Religion or similar belief,
- lack of religion/belief,
- Gender, Gender Reassignment, Being or Becoming a Transsexual,
- Family Connections,
- Political beliefs,
- Membership or Non Membership of a Trade Union,
- Disability or Associative discrimination or any other grounds which cannot be justified. (Now known as groups with Protected Characteristics).

This policy applies to full time employees plus part time employees and employees who work on a fixed term basis.

As an equal opportunities employer, Peat Rigg is fully committed to establishing and maintaining a working environment in which recruitment, promotion decisions, opportunities for training, disciplinary and selection for redundancy, will be made on the basis of their relevant aptitudes, abilities and skills, which are all in the best interests of the employer.

Peat Rigg will provide terms and conditions, training, promotion and appraisals that will not discriminate to anyone included in all the groups listed above.

Peat Rigg states to all employees that any acts of discrimination, including bullying and harassment will be grounds for disciplinary action which may result in dismissal and complaints will be raised through the grievance procedure. Failure to adhere to this policy in any way may lead to disciplinary and ultimately dismissal from the company.

All employees of Peat Rigg have a personal responsibility to adhere to this policy to ensure equal opportunities are for all.

3.0 RECRUITMENT

3.1 Advertisements

All vacancies will normally be advertised. All applicants with essential attributes will be considered. However, internal applicants who do not meet essential criteria will not have their application progressed further. Individual feedback will normally be provided to unsuccessful candidates if requested.

3.2 Recruitment, Transfers and Promotions

Prior to the commencement of the selection process, the employer will examine all selection criteria to ensure that they are related to the job requirements and are not unlawfully discriminatory.

Questions at interview which a job applicant might believe to be intrusive or concerning the individual's personal circumstances should be avoided. The employer shall not insist that applicants have qualifications beyond that of the requirement of the role for which they are being considered. In assessing qualifications, it will not be assumed that overseas diplomas or degrees are of a lower standard than their UK equivalents. All appointments will be made solely on merit, regardless of any of the Protected Characteristics listed above or any other grounds which cannot be justified.

4.0 ADHERENCE TO THE POLICY

It is the responsibility of the employer to:

- Ensure that the standards established within this policy are adhered to.

All employees at every level must:

- Co-operate with any measures introduced to ensure equal opportunity
- Report any suspected discriminatory acts or practices
- Not induce or attempt to induce others to practice unlawful discrimination

5.0 OTHER POLICIES

5.1 All policies, remuneration, opportunities, hours of work, antisocial hours, the appraisal scheme, disciplinary and grievance procedures and benefits are designed to promote equal potential and protection for all employees.

5.2 The employer is also committed to ensuring that it recognises cross cultural differences. To this end, the employer acknowledges different religious/festival requirements and aims to take steps to accommodate reasonable requests for annual leave during such periods.

6.0 GRIEVANCES

Any employee who has a concern regarding the application of this policy should normally make use of the employers' grievance procedure.

DISCRIMINATION – THE LAW

All persons listed above plus job applicants, consultants, trainees and customers are protected under the Equality Act 2010.

Links to other Policies

[Grievance Policy](#)

[Safer Recruitment Policy](#)