



# Join the Dots

Recruiting & developing **extraordinary** people

## **Equal opportunities policy**

Join the Dots Recruitment and Training Limited's aim is to create an environment that encourages and values diversity within its team of employees and builds on the differences individuals bring, enabling the company's continued success. We aim to draw upon the widest possible range of views and experiences in order to meet the changing needs of our team members, clients and associates.

The company believes that all people have a right to employment which is free from direct and indirect discrimination on grounds of sex, sexual orientation, age, marital status, race or ethnic origin, religion, belief or disability, or disadvantage by conditions or requirements which cannot be shown to be relevant to performance. The company will continually seek to employ a workforce that reflects this.

We seek to promote diversity and to respond to the needs of all individuals in a fair and equitable manner, whilst observing our commitment and responsibility to current legislation.

To achieve its objectives Join the Dots Recruitment and Training Limited will:

- Fulfil its social responsibility towards its team members and the communities in which it operates.
- Recognise its legal obligations under the race relations act, the sex discrimination act, the equal pay act, and the disability discrimination act and any relevant acts of parliament or regulations that are currently in operation;
- Review periodically its selection criteria and procedures to maintain a system where individuals are selected, promoted and treated solely on the basis of their merits and abilities that are appropriate to the job;
- Seek to give all team members equal opportunity and encouragement to progress within the company by implementing a development programme and providing a framework for continuous improvement;
- Provide facilities for any team member who believes that unequal treatment has been applied to him or her within the scope of this policy to raise the matter through the appropriate grievance procedure.
- Without exception, all team members are expected to respect and act in accordance with this policy.

All team members must abide by this policy and any failure to comply could result in disciplinary action. All other individuals who work at the company are also required to comply with the terms of the policy.

### **Join the Dots Recruitment and Training Limited**

Development House, 64 Britannia Way, Britannia Enterprise Park, Lichfield, Staffs WS14 9UY  
Telephone **Birmingham office** +44 (0)121 516 0755 **London office** +44 (0)203 892 5018  
**[www.jthedots.com](http://www.jthedots.com)** Registered in England and Wales Company Number 10368594



# Join the Dots

Recruiting & developing **extraordinary** people

Signed

*Martin Rafe*

Martin Rafe MBA MCIPD CertRP ACPABNLP

Talent Development Director

**Join the Dots Recruitment and Training Limited**

**Join the Dots Recruitment and Training Limited**

Development House, 64 Britannia Way, Britannia Enterprise Park, Lichfield, Staffs WS14 9UY

Telephone **Birmingham office** +44 (0)121 516 0755 **London office** +44 (0)203 892 5018

**[www.jthedots.com](http://www.jthedots.com)** Registered in England and Wales Company Number 10368594