



Join the Dots

Recruiting & developing **extraordinary** people

Equality and Diversity Policy

As a quality training provider and employer, Join the Dots Recruitment and Training Limited is fully committed to equality of opportunity, diversity and ending unfair discrimination.

We will offer equal opportunities in employment for everyone, regardless of sex or gender identity, marital or civil partnership status, race, colour, nationality, ethnic or national origin, disability, religion or belief, sexual orientation, age, caring responsibilities or any other criteria not related to the job.

Join the Dots Recruitment and Training Limited recognises, welcomes and values diversity and is committed to creating a workplace where all employees are given the opportunity to reach their full potential, feel valued and work together effectively to achieve our goals. In this way we will establish a workforce, which reflects the diversity of the wider community.

As a provider of outstanding people engagement services we will ensure that no one is treated unfairly and we will work to identify, understand and meet the differing and related needs of everyone in the community we serve.

We are committed to promoting equality and good relations between men and women, different ethnic groups, disabled and non-disabled people and all other diverse groups.

We recognise our obligation to make reasonable adjustments to meet the needs of disabled applicants, employees, tenants, leaseholders and other customers.

Our commitment goes beyond what is required by the law, we will offer equality of opportunity to everyone even if they do not belong to a group which is protected by anti-discrimination legislation.

The Board and all employees of Join the Dots Recruitment and Training Limited are responsible for putting this policy into practice and action will be taken against anyone responsible for breaching this policy whilst working on our behalf, living in or visiting our properties.

As part of Join the Dots Recruitment and Training Limited's commitment, we seek to ensure that all companies we contract with demonstrate compliance with all relevant equality legislation.

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 Registered in England and Wales Company Number 10368594



Join the Dots

Recruiting & developing **extraordinary** people

The equality legislation includes:

- The Sex Discrimination Act places an obligation on employers not to discriminate on the grounds of sex or marriage.
- The Race Relations Act 1976 places an obligation on employers not to discriminate on the grounds of race, colour, nationality, national or ethnic origin.
- The Disability Discrimination Act 1995 places an obligation on employers not to discriminate on the grounds of disability and to make reasonable adjustments to meet the needs of disabled employees and applicants.
- The Sex Discrimination (Gender Reassignment) Regulations place an obligation not to discriminate on the grounds of gender reassignment.
- The Employment Equality (Sexual Orientation) Regulations 2003 places a duty on employers not to discriminate on the grounds of sexual orientation.
- The Employment Equality (Religion or Belief) Regulations 2003 places a duty on employers not to discriminate on the grounds of religion.
- The Employment Equality (Age) Regulations 2006 places a duty on employers not to discriminate on the grounds of age.
- The Race Relations (Amendment) Act 2000, the Disability Discrimination Act 2005 and the Equality Act 2006 also places duties on public bodies to;
- Promote equality of opportunity
- Eliminate harassment and unlawful discrimination
- Promote good relations between persons of different racial groups, positive attitudes towards disabled people and equal opportunities between men and women
- Encourage participation by disabled people in public life
- Take positive steps to take account of disabled people's disabilities even where that involves treating disabled people more favourably than other 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 Registered in England and Wales Company Number 10368594