

Equal Opportunities Policy



Scope

This policy applies to all regular and temporary employees of Taurus Security Group (the company). Policy – Version 1 – November 2018 Page 3 of 4 LGH-BMD-044

We are an equal opportunity employer and are committed to a policy of treating all our employees and job applicants equally.

It is the policy of the company to take all reasonable steps to employ and promote employees based on their abilities and qualifications without regard to age, race, religion or belief, sexual orientation, marriage and civil partnership, disability, gender reassignment and sex.

The company aim to ensure that recruitment, promotion, training, development, assessment, redundancy, and service provision are determined on the basis of capability, qualifications, experience, skills and productivity. The company also aims to provide a service that does not discriminate against its clients and customers in how they can access the services and goods supplied by the company. The company believes that all employees and clients are entitled to be treated with respect and dignity.

Employees must not harass or intimidate other employees, or clients and customers, on the grounds of age, race, religion or belief, sexual orientation, marriage and civil partnership, disability, gender reassignment and sex. This includes discrimination on grounds of association or perception in respect of age, race, religion or belief, sexual orientation, marriage and civil partnership, disability, gender reassignment and sex. Such behaviour may be treated as gross misconduct in accordance with our disciplinary procedure.

Employees should draw the attention of their immediate superior to suspected discriminatory acts or practices. Employees must not victimise or harass any employee who has made allegations or complaints of age, race, religion or belief, sexual orientation, marriage and civil partnership, dis-ability, gender reassignment and sex. Such behaviour may be treated as gross misconduct in accordance with the disciplinary procedure.

Recruitment

All job applications will be processed in the same way.

The staff responsible for short-listing, interviewing, and selecting candidates will be clearly informed of the selection criteria, and of the need for their consistent application.

Wherever possible, all applicants will be interviewed by at least two people.

All questions that are put to the applicants will relate solely to the requirements of the job.

If it is necessary to assess whether personal circumstances will affect the performance of the job, this will be discussed objectively, without detailed questions based on assumptions about age, race, religion or belief, sexual orientation, marriage and civil partnership, disability, gender reassignment and sex.

ADDRESS

Manchester Buildings
71-73 Hyde Road
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M12 6BH

OPEN

24 hours a day
7 days a week

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0161 273 6600

CONNECT



Equal Opportunities Policy



Promotion, Transfer, and Training

will take such measures as may be necessary to ensure the proper training, supervision, and instruction for all Line Managers to familiarise them with our policy on equal opportunities, and to help them identify discriminatory acts or practices and to ensure that they promote equal opportunity within the departments for which they are responsible. All persons responsible for selecting new employees, employees for training, or for transfer to other jobs, will be instructed not to discriminate on the grounds of age, race, religion or belief, sexual orientation, marriage and civil partnership, disability, gender reassignment and sex.

When a group of workers is predominantly of one race, religion or belief, sex, sexual orientation, marital status, age, gender, or type of disability, appears to be excluded from access to promotion, transfer and training and to other benefits, the promotional system will be reviewed to ensure that there is no unlawful, indirect discrimination.

Where general ability and personal quality are the main requirements for promotion to a post, care will be taken to consider favourable candidates of all races, age, both sexes, and all classes of disability, with different career patterns and general experience.

Terms of employment, etc.

All terms of employment, benefits, etc will be reviewed from time to time, in order to ensure that there is no unlawful discrimination on the grounds of race, sex, age, gender reassignment or marriage or any discrimination based on religion or belief, disability or sexual orientation.

Signed: _____ Date: 01/10/22

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