



Equality, Diversity and Inclusion Policy

Compass will value and treat all people with respect and will encourage, value and manage Equality, Diversity and Inclusion. We will oppose all forms of unlawful and unfair discrimination, harassment or victimisation.

Compass will look to ensure that no clients or candidates will receive less favourable facilities or treatment (either directly or indirectly) in the recruitment process on grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation (the protected characteristics).

Compass will look to:

- Create an inclusive culture where everyone can be valued for who they are and one in which individual differences and their contributions are recognised and valued.
- Ensure all recruitment, selection and assessment process will be based entirely on skills and competencies of the specific roles. Appointments will be based entirely on merit.
- Support clients who provide a working environment that promotes respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Promote Equality Diversity and Inclusion in the workplace
- Regularly review all recruitment practices and procedures to ensure fairness.

Third-party harassment, concerning staff or candidates, relating to a protected characteristic will not be tolerated. Incidents should be reported to Nicola Hull who will investigate and take reasonable steps to ensure such harassment does not happen again.

Everyone working with Compass has personal responsibility for the implementation of this policy and to support Equality, Diversity and inclusion.

Compass will not discriminate directly or indirectly, or harass candidates or clients because of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation.

Job advertisements used will be non-discriminatory. Similarly, on and offline advertisements will be diverse and inclusive, targeting all suitable potential job applicants.

Any selection criterion is based upon merit and the ability to do the job

No job applicant or employee shall receive less favourable treatment than any another person does, on grounds that are discriminatory, in any form.

The effective implementation and operation of the arrangements for Equality Diversity and Inclusion will rest with Nicola Hull, Director. If clients or candidates wish to raise concerns they can contact Nicola at compass.rec@gmail.com or in writing to Greenways, Brogdale Road, Faversham, Kent ME13 8ST