

Equality & Diversity Policy

Summary Statement

ENS Recruitment is committed to equality of opportunity for all employees, Agency Workers and candidates, and we will work in accordance with the Equality Act 2010. We will review on an on-going basis all aspects of recruitment to avoid unlawful or undesirable discrimination. We will treat everyone equally irrespective of sex, sexual orientation, gender reassignment, marital or civil partnership status, age, disability, colour, race, nationality, ethnic or national origin, religion or belief, political beliefs or membership or non-membership of a Trade Union or spent convictions, and place an obligation upon all staff to respect and act in accordance with the policy. We are committed to providing all employees and Agency Workers with training in equal opportunities practice. Harassment, including bullying and unfair discrimination is unacceptable behaviour and could lead to disciplinary measures.

ENS Recruitment embraces diversity and will seek to promote the benefits of diversity in all aspects of our business. We will seek to develop a culture that reflects this belief. We will seek to widen the media in which we recruit to ensure as diverse a workforce as possible.

We shall not discriminate unlawfully when recruiting staff or placing an Agency Worker, or in any terms and conditions. ENS Recruitment will ensure that each Agency Worker is submitted for an assignment only in accordance with their merits, qualifications and abilities to perform the relevant duties required.

ENS Recruitment will not accept instructions from clients that indicate an intention to discriminate unlawfully.

We ask all staff to complete the Equal Opportunities Monitoring Form overleaf, however this is not compulsory. ENS holds and processes this data for monitoring purposes only and it is attached to your electronic record on our system. The Equal Opportunities Form will be detached from your application form, and will not form part of the selection process.

If you would like more information concerning our Equality and Diversity Policy a copy can be obtained from any of our branches.