



R.T.S recruitment

EQUALITY AND DIVERSITY POLICY

Date: 23rd June 2024

Review date: 23rd May 2025

Approved by: Darren Bryson & Nathan Schall – Directors

Introduction

RTS Recruitment Ltd embraces diversity and aims to promote the benefits of diversity in all our business activities. We are committed to developing a business culture that reflects this belief and meets the highest standards of equality and diversity. This policy outlines our commitment to creating an inclusive environment for our employees, clients, and job applicants.

Vision and Values

At RTS Recruitment Ltd, we believe that diversity enriches our organization and enhances our ability to meet the needs of our clients and candidates. We are dedicated to fostering an inclusive environment where everyone feels valued and respected.

Objectives

- **Promote Diversity:** Expand recruitment efforts to attract a diverse employee and candidate base.
- **Inclusive Culture:** Develop and maintain a business culture that embraces diversity and promotes equality.
- **Client Support:** Assist our clients in meeting their own diversity targets.
- **Compliance:** Adhere to all relevant equality and diversity legislation and best practices.

Legal Framework

RTS Recruitment Ltd is committed to complying with all relevant UK legislation, including but not limited to:

- The Equality Act 2010
- The Human Rights Act 1998
- The Employment Rights Act 1996

Scope

This policy applies to all employees, clients, and job applicants of RTS Recruitment Ltd.

Policy Statements

1. **Non-Discrimination:**
 - RTS Recruitment Ltd will not tolerate discrimination based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.
 - All employment-related decisions will be based on business needs, job requirements, and individual qualifications.

2. Recruitment and Selection:

- We will ensure that our recruitment processes are inclusive and designed to attract a diverse pool of candidates.
- Job advertisements will be placed in diverse media outlets to reach a broad audience.
- We will use objective criteria to assess candidates and ensure fairness in the selection process.

3. Training and Development:

- RTS Recruitment Ltd will provide regular equality and diversity training to all employees to raise awareness and foster an inclusive work environment.
- Additional training opportunities will be available to support professional development and understanding of diversity issues.

4. Client Engagement:

- We will work with our clients to ensure they are aware of and meet their diversity targets.
- RTS Recruitment Ltd will provide guidance and support to clients in implementing their own equality and diversity policies.

5. Monitoring and Review:

- We will regularly monitor our practices and procedures to ensure compliance with this policy.
- The policy will be reviewed annually to ensure it remains relevant and effective.

6. Reporting and Support:

- Employees, clients, and job applicants are encouraged to report any concerns or instances of discrimination or harassment.
- RTS Recruitment Ltd will investigate all reports promptly and take appropriate action.

Implementation

The management team at RTS Recruitment Ltd is responsible for the implementation and ongoing support of this policy. We are committed to ensuring that all employees understand their responsibilities and have access to the necessary resources and training.

Conclusion

RTS Recruitment Ltd is dedicated to promoting equality and diversity in all aspects of our business. By embracing diversity, we aim to create a supportive and inclusive environment for everyone.

Attribution

26. This Equality and diversity policy was created using a document from Rocket Lawyer (<https://www.rocketlawyer.com/gb/en>).

