

EQUALITY, DIVERSITY AND INCLUSION POLICY

Company name : DO Recruitment Advisors

Activity sector : Autres activités de services

Company category : PME

Description of the action

At DO Recruitment Advisors we have a core belief that having a more diverse, inclusive company will enable us to deliver better outcomes for company, our employees and to our clients. This inclusive culture enables us to reach our goals, as we support our clients in meeting their goals. We operate a highly ethical and professional agency offering high standards with values and treat all people with dignity and respect. We aim to encourage, value and manage Equality, Diversity and Inclusion (EDI). We oppose all forms of unlawful and unfair discrimination, harassment or victimisation.

It is our aim to ensure that no employee, job applicant or candidate receives less favourable facilities or treatment (either directly or indirectly) in recruitment or employment on grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation (the protected characteristics).

Context

OUR COMMITMENT:

- To create an inclusive culture where everyone can be valued for who they are and in which individual differences and the contributions of all our staff are recognised and valued.
- Our recruitment, selection and assessment process will be based entirely on skills and competencies of the specific roles and appointments will be transparent and based entirely on merit.
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- We will ensure that individuals are treated equally and fairly and that decisions on training, development and progression opportunities are available to all staff and based on objective criteria.
- To promote EDI in the workplace, which we believe is good management practice and makes sound business sense.
- We will regularly review all our employment practices and procedures to ensure fairness.

Objectives

FOR CANDIDATES AND CLIENTS:

- Our staff 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 in the provision of Change's goods and services
- 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, regardless of sex, race, disability, age, sexual orientation, religion or philosophical belief.
- No job applicant or employee shall receive less favourable treatment than any another person does, on grounds that are discriminatory, in any form.

Approach

YOUR RESPONSIBILITY AS A COLLEAGUE:

Every employee has a personal responsibility for the implementation of this policy. In particular, all members of staff should:

- comply with the policy and arrangements;
- not discriminate in their day to day activities or induce others to do so;
- not victimise, harass or intimidate other staff or groups who have, or are perceived to have one of the protected characteristics.
- ensure no individual is discriminated against or harassed because of their association with another individual who has a protected characteristic.
- inform their manager if they become aware of any discriminatory practice.
- Any instance of doubt about the application of this policy or other questions should be addressed to Management.

Impact

An overall better and more diverse selection of candidates presented to our clients. When our clients hire our candidates, they are ensuring better decision making as they have a more diverse range of candidates to choose from, encouraging learning and personal growth, improving performance, fostering inclusivity, adaptability as well as economic and social justice.

« To do »

We make Diversity a continual process and part of our daily activity.

We work with clients and candidates that understand and value diversity in the workplace.

We always keep an open mind.

Ensure that our employees feel comfortable expressing themselves and their beliefs.

We invite open Diversity discussion in the office and ensure it is a safe place for people to express themselves.

And last but not least to ensure that each and everyone we work with respects on another and ensure that we value and understand the background, culture and beliefs of one another.

People DO Matter is our slogan, and it is paramount to who we are as an inclusive, diverse and progressive organisation.

« Not to do »

Never to