



Anti-Discrimination in Recruitment/Promotion Policy

Policy Statement

This Policy applies to all persons currently working for Sunter Limited and also to any person who is applying for a position with the company.

Sunter Limited strictly prohibits the unfair treatment of any person and/or group. Sunter Limited will treat all applicants for new positions and current employees applying for another position within the company fairly and equally without any contempt or fair/unfair bias.

Legal Obligations

This Policy / Statement is made pursuant to The Equality Act 2010.

Please refer to Sunter Limited Equality, Diversity & Race Relations Policy for additional information. This Statement will be revised at least annually to ensure current compliance.

Responsibilities

Sunter Limited Company Directors carry out employment interviews for new staff and the decisions on any promotion within the company. It will be their responsibility to ensure that any person who applies for a position with the company is given every opportunity at interview stage.

It is also the Company Directors responsibility to give all current Sunter Limited employees applying for promotion within the company an equal opportunity to progress their careers.

Interview / Review Criteria

Any applicant for a new position or any employee wishing to gain promotion within the company will be assessed on individual merit, ability, experience, qualifications and competence prior to being considered for the position.

Under no circumstances are applicants to be assessed for a position on their:

- Race
- Religion
- Ethnicity
- Gender
- Gender Realignment
- Sexuality
- Political Association
- Disability and/or
- Age.

Reporting Routes

Any person who wishes to report an issue of concern can do-so by:

- Speaking / Writing/ Emailing directly to Senior Managers and/or Directors.

Policy Date: March 2023

Review Date: March 2024

Policy Written by:

Name: John Walker

Signature: 

Position: Health, Safety & Environment Manager

Policy Reviewed by:

Name: Kevin Stubbs

Signature: 

Position: Company Director