

Angela Mann Recruitment:

Equal Opportunities & Diversity Policy Notice

'Angela Mann Recruitment' (referred to throughout as 'we', 'us', 'our') are opposed to all forms of unlawful or unfair discrimination and prejudice. We are committed to treating all people fairly, and in line with best practices throughout our entire recruitment and selection processes.

We wholeheartedly encourage all individuals with relevant skills and experiences to apply for roles irrespective of age, disability, sex, sexual orientation, marital status, pregnancy and maternity, race, religion or beliefs. When recruiting we only assess suitability based on our clients' criteria and requirements of skills and experience.

What we do and areas of continuous development:

- When speaking with our clients about a role, we focus only on the required skills and experiences to fulfil the role.
- We review all job profiles and criteria to ensure they are free from bias or discrimination and will positively challenge these areas when required.
- We always ask our clients about transferable skills from other sectors and roles, development opportunities, flexible working considerations, all with the aim of opening opportunities to a wider and more diverse audience.
- When advertising we will ensure we use inclusive language and imagery.
- We will also continue to look for new advertising areas, enabling us to attract a diverse audience.
- We only assess the suitability of candidates for roles based on skills, capabilities, and experience alone.
- We will encourage the practice of submitting anonymised CVs where possible and will always remove anything highlighting protected characteristics.
- We will also always challenge inappropriate behaviour, practice and comments where required.

We will continuously assess and improve our practices to increase equality, diversity, and inclusion both within our business practices, and will also encourage those we work with to do the same.

If you have any further questions about our equal opportunities and diversity policy, or require more information please email us at hello@angelamannrecruitment.co.uk

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