



EQUAL OPPORTUNITIES POLICY

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Issue 1





1.0 EQUAL OPPORTUNITIES

Milanet Ltd wishes it to be known that it is an equal opportunities employer. This means that:

1.1 Equal Opportunities

1. In the provision of services and employment of staff, the company will seek to ensure equality of opportunity and treatment for all persons.
2. No person or group of persons applying for assistance or for employment or for contracts with the company will be treated less favourably than any other person or group of persons because of their race, age, colour, ethnic or national origin or because of their religion, sexual orientation, physical disability or marital status.
3. As an employer, the company will not discourage the employment of staff from minority groups.
4. In hiring contractors and other agencies to work for it, the company will be mindful of its commitment to equality of opportunity
5. In the composition and operation of the company the Senior Staff will be mindful of its commitment to equal opportunity.
6. Milanet Ltd is aware of its obligations under the Disability Discrimination Act, where existing staff are incapacitated and suffer some form of disability every effort will be made to accommodate them with a revised and adapted work environment.
7. At recruitment selection, Milanet Ltd will not discriminate on the grounds of physical, sensory or mental impairment. If a candidate with such a disability is offered employment then Milanet Ltd will undertake adaptations to the work environment to accommodate the new employee into the workplace.



Recruitment of ex-offenders Policy Statement

As an organisation using the Criminal Records Bureau (CRB) Disclosure service to assess applicants' suitability for positions of trust, Milanet Limited complies fully with the CRB Code of Practice and undertakes to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of a conviction or other information revealed. Milanet Limited is committed to the fair treatment of its staff, potential staff or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background.

We have a written policy on the recruitment of ex-offenders, which is made available to all Disclosure applicants at the outset of the recruitment process. We actively promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records. We select all candidates for interview based on their skills, qualifications and experience.

A Disclosure is only requested after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned. For those positions where a Disclosure is required, all application forms, job adverts and recruitment briefs will contain a statement that a

Disclosure will be requested in the event of the individual being offered the position.

Where a Disclosure is to form part of the recruitment process, we encourage all applicants called for interview to provide details of their criminal record at an early stage in the application process. We request that this information is sent under separate, confidential cover, to a designated person with Milanet Limited and we guarantee that this information will only be seen by those who need to see it as part of the recruitment process.

Unless the nature of the position allows Milanet Limited to ask questions about your entire criminal record, we only ask about unspent convictions as defined in the Rehabilitation of Offenders Act 1974.

We ensure that all those in Milanet Limited who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences. We also ensure that they have received appropriate guidance and training in the relevant legislation relating to the employment of ex-offenders, e.g. the Rehabilitation of Offenders Act 1974.



At interview, or in a separate discussion, we ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment. We make every subject of a CRB Disclosure aware of the existence of the CRB Code of Practice and make a copy available on request.

We undertake to discuss any matter revealed in a Disclosure with the person seeking the position before withdrawing a conditional offer of employment. Having a criminal record will not necessarily bar you from working with us. This will depend on the nature of the position and the circumstances and background of your offences.