



Equal Opportunities Policy

The Backline Group is committed through its policies, practices and training to achieve equality of opportunity in employment and the fair treatment of all its employees.

We strive to:

- Ensure that no applicant or employees receives less favourable treatment on grounds that cannot be shown to be justifiable, including:
- Sex and marital status (including family status, responsibility for dependants, civil partnership, sexual orientation and gender), colour or race (including ethnic or national origin), disability religious or political beliefs or trade union affiliation or other unjustifiable factors such as age or language difficulties.
- Use only job related criteria in recruitment and selection.
- Treat all employees and job applicant with dignity and respect and provide a working environment free from harassment.
- Utilise the expertise and skills of all employees and ensure their development through training and other career opportunities.
- Ensure that all aspects of our pay system are free of sex bias.
- Seek to employ a workforce that reflects the multi-cultural nature of the population.
- Provide wherever practical, given that nature of its operations, a workplace that is environmentally compatible and accessible to people with disabilities.
- Conduct equal opportunities monitoring periodically.

NB – Any employee who feels he/she or work colleagues have been the subject of discrimination should raise the matter with his/her immediate manager.

Employees who raise such matters will suffer no detrimental action as a result.

David Scanlan
Managing Director