

Diversity Policy (Race, Sex, Disability, Age)

Scope of the Policy

Global Gateway Recruitment is a specialist recruitment and psychometric analysis consultancy organization, established in 2006 to provide:

- The selection, recruitment and placement of high quality Project Managers to clients across many industry sectors
- Unique psychometric analysis services to candidates and clients
- Additional personalized ad-hoc services to clients, dependent on business requirements

The company's Diversity Policy applies equally to the following areas:

- Provision of recruitment and psychometric analysis services to all candidates and clients
- Organisational development
- Selection and recruitment, employment, training, and career development of our employees

Statement of Intent

- The company wholeheartedly supports diversity and the principle of equal opportunities and as such opposes all forms of discrimination on the grounds of colour, race, age, nationality, ethnic or national origin, religion, gender, sexual orientation, Aids or HIV status, current or past homelessness, marital status or disability. This is not an exclusive list.
- The company recognises that true diversity in service delivery provision and among the workforce can only be achieved when there is a commitment to combating the effects of existing barriers to fair and equal treatment. Within society certain groups and individuals are unfairly discriminated against and as a result disadvantaged in terms of their access to services and employment. The company is committed to taking positive steps to help redress the effects of this discrimination and disadvantage by ensuring that equality of opportunity is an integral feature of our activities.

Statutory Requirements

- The company will comply with the relevant statutory requirements as stated in the Sex Discrimination Act, Race Relations Act and Disability Discrimination Act, together with other associated legislation.

Responsibility for implementation

- The directors are ultimately accountable for the implementation and monitoring of this Diversity Policy. Day to day responsibility for implementation of the policy lies with the Managing Director, although all staff, consultants and others working on behalf of the company have an obligation to ensure the positive application of this policy in all aspects of their work. Breaches of the policy will always be treated seriously and may result in disciplinary action. Staff have recourse to the grievance procedure if they feel they have been discriminated against in breach of this policy.

Equalities Training

- Managers, supervisory staff and those involved in staff management and human resources will be provided with appropriate training and guidance in equality issues. All other staff will be made aware of the training available to them on equalities issues, and will be positively encouraged to take them up.

Clients and Consultants

- The company will always seek to avoid working with those whose practices are discriminatory.

Monitoring

- The policy cannot be effective without careful monitoring and review. The company's progress in implementing equal opportunities on a day-to-day basis will be monitored by the Directors who will also review the company's staff profile, selection, recruitment and staff training on an annual basis.

This policy is reviewed at the annual Directors' Executive meeting and any changes made to the policy will be implemented and communicated as necessary.

Signed:



Last updated: 30 September 2009