

## Equality & Diversity Statement

At Advance TRS, we believe everyone deserves the same opportunities, regardless of age, race, gender, religion or sexual orientation.

Advance TRS is committed to supporting the principle of equal opportunities, and opposes all forms of unlawful or unfair discrimination on the grounds of any Protected Characteristic (PC) including sex; race (including colour, nationality, ethnic or national origin); religion or belief; age; disability; marital status and civil partnership; sexual orientation; gender reassignment; pregnancy and maternity.

The diversity of our workforce is an essential part of our success. As such, we are committed to supporting contractors and staff to work in an environment that is free from discrimination and promotes equal opportunities for all.

Our company values centre on quality, honesty, commitment, integrity and loyalty. These values govern every aspect of our work and require all our people to treat each other, our contacts, stakeholders and partners with care and respect to maintain a working atmosphere in which everyone delivers a high quality service.

As a basic bed-rock of our commitment to upholding equality and diversity we are careful to comply with all legislation that governs our business operations. These include:

- The Rehabilitation of Offenders Act 1974.
- The Local Government Act 1988 and 1999.
- Special Educational Needs & Disabilities Act (SENDA) 2001.
- Racial & Religious Hatred Act 2006.
- The Work & Families Act 2006.
- Equality Act 2010.

By having strict policies and procedures in place to adhere to with regards to employment and anti-discrimination we are able to provide the same level of opportunity for everyone, improve our management and personnel management practice and demonstrate our commitment to be an equal opportunities employer.

To comply with these policies and government legislation, careful consideration is given to our advertising methods to ensure our opportunities are not restricted unjustifiably to certain individuals or groups.

Our recruitment procedures are designed to reach eligible applicants from all sections of the community, encourage applications from suitable individuals, and ensure that the selection process is based on the skills, ability and experience of the applicant to perform the job advertised. This is measured against pre-determined objective criteria and competencies that are made available to all applicants.

Advertisements are carefully worded to ensure that no inference may be drawn of an intention to advantage or disadvantage a certain individual or group in respect of the published opportunity in a manner that would be contrary to this policy statement.

Advance TRS is committed not only to its legal obligations but also to the positive promotion of equality of opportunity in all aspects of employment. As specialists in placing top candidates across major engineering sectors we fully support initiatives to make the engineering sector more accessible to less represented groups. We recognise pro-active steps are needed in order to ensure a significantly diverse shortlist is delivered. This predominantly includes the use of effective targeted executive search.

Through a process of recommendation and referrals as well as publicising examples of valued advisory contributions to our clients from minority candidates, we are able to extract the strongest response from a diverse field of headhunted candidates.

We do not discriminate against staff on the basis of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex, or sexual orientation, part-time or fixed term status (protected characteristics).

All staff have a duty to act in accordance with this policy and treat colleagues with dignity at all times, and not to discriminate against or harass other members of staff, regardless of their status.

**Andy Ridout**



**Managing Director**

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