

Equality and Diversity

Our commitment to Equality and Diversity: Here at Distinct Recruitment, our culture is one that promotes excellence and celebrates success. We don't tolerate discrimination or harassment of any kind. Our policy covers discrimination in respect of /or towards colleagues, candidates, clients and customers of ours.

Those who are protected

We don't tolerate discrimination of any kind but in particular on the grounds of marital or civil partner status, age, disability, gender reassignment, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation (known as protected characteristics). We don't tolerate discrimination, harassment or victimisation in respect of any protected characteristic.

What does Equality and Diversity mean?

Equality does not mean treating everyone the same, but:

- Making sure people are treated fairly
- Meeting individual's needs appropriately
- Challenging the factors that limit individuals' opportunity

Diversity is:

- Recognising and valuing individual and group differences
- Ensuring that many different types of people can contribute to society

What is the Equality Act 2010?

Pre 2010 there were different Acts for different groups -for example, Sex Discrimination Act 1975, Race Relations Act 1976, Disability Discrimination Act 1995. The Equality Act 2010 simplified the previous laws and put them together in one piece of legislation. It also makes the law stronger in some areas. Depending on the circumstances, the new Act may provide further protection for individuals.

I have an illness/disability that is covered by the Disability Discrimination Act. What "reasonable adjustments" are available to me?

It's not possible to give general guidance on how to make reasonable adjustments as it can vary depending on circumstances. When making reasonable adjustments each case will be assessed on its own merits.

Distinct Recruitment recognises that we have a duty to make reasonable adjustments in respect of those candidates or clients who have a disability as set out in the Equality Act 2010. The amount of reasonable adjustment will depend on the circumstance of each individual who should discuss their situation with their consultant or with the HR representative so that there can be an agreement about what is required.