

Fairness and Equal Opportunities Policy

Diversita Consulting Limited

Introduction

Diversita Consulting Limited is committed to promoting fairness, equality, and diversity in all aspects of our recruitment and placement services. We believe that everyone deserves an equal opportunity to succeed, regardless of their background or circumstances. This Fairness and Equal Opportunities Policy outlines our commitment to providing equitable opportunities for all job seekers, particularly those who are neurodivergent.

Our Commitment

- We will treat all job seekers fairly and with respect, regardless of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.
- We will not discriminate against any job seeker based on any protected characteristic or any other irrelevant factor.
- We will provide reasonable adjustments and accommodations to ensure that all job seekers have an equal opportunity to participate in the recruitment process.
- We will proactively seek to identify and remove any barriers that may prevent neurodivergent job seekers from accessing and succeeding in employment.
- We will work collaboratively with employers to promote inclusive hiring practices and create workplaces that value and support neurodiversity.

Recruitment and Selection

- We will ensure that our job advertisements and recruitment materials are inclusive and accessible to all.
- We will use objective and transparent criteria to assess job seekers' skills and suitability for roles.
- We will provide clear and constructive feedback to all job seekers, regardless of the outcome of their application.
- We will monitor and evaluate our recruitment and selection processes to identify and address any potential bias or discrimination.

Support and Development

- We will provide ongoing support and guidance to neurodivergent job seekers throughout the recruitment process and beyond.
- We will offer training and development opportunities to help neurodivergent job seekers develop their skills and confidence.
- We will work with employers to ensure that they provide appropriate support and accommodations to neurodivergent employees.

Accountability and Review

- We will regularly review and evaluate our policies and practices to ensure that they are effective in promoting fairness and equal opportunities.
- We will hold ourselves accountable for achieving our goals and objectives related to diversity and inclusion.
- We will welcome feedback from job seekers and employers on how we can improve our services and better meet their needs.

By adhering to this policy, Diversita Consulting Limited aims to create a recruitment process that is fair, transparent, and accessible to all, enabling us to connect talented neurodivergent individuals with fulfilling employment opportunities.

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