



Equal Opportunities Policy Statement

Our commitment

Hadrian's Wall Heritage Ltd is committed to a policy of ensuring equality of opportunity in employment for all and to taking action to avoid discrimination.

As an organisation, we

- Follow up our policies with action to increase economic, social and community development along the Hadrian's Wall corridor.
- Take steps to make sure our organisation reflects England's increasingly diverse national identity
- Nurture the diverse talents of our staff to achieve our goals
- Are committed to access, participation and social inclusion

Monitoring

To monitor the effectiveness of our policy, please supply the monitoring information outlined in the next page in relation to your age, gender, ethnic origin, dependents and disability. This information will be kept securely and not made available to anyone before or during shortlisting. It will not be used in deciding whether to shortlist you for interview or offer you employment. This information will be used to monitor Hadrian's Wall Heritage Ltd practices. All data relating to unsuccessful applications is destroyed after six months.

Your employment

Any job applicant who believes that he or she has been inequitably treated may write to the Director of Operations who will investigate the complaint.

Once in employment, any employee who believes that he or she has been unfairly treated or discriminated against within the scope of the Policy should raise the matter through the grievance procedure.

Hadrian's Wall Heritage Ltd is committed to making this policy properly effective and will continually monitor and review the organisation's employment practices. Harassment discrimination or victimisation on any grounds is unacceptable to us in our role as an employer and as a provider of public services. This is supported by our Dignity at Work policy and Race Equality Scheme.

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