

EQUAL OPPORTUNITIES POLICY

First Task Recruitment is an equal opportunities employer. The business operates to ensure that all employees, workers, contractors and job applicants are treated fairly and equally, and to support the company's desire of a working environment that is free from all forms of discrimination.

The Company does not permit discrimination of any kind against any other person on grounds of the following protected characteristics:

- Colour
- Religion or belief
- Race or ethnic origin
- Nationality or national origin
- Sex
- Sexual orientation
- Gender reassignment
- Pregnancy
- Maternity
- Marital status including Civil Partnerships
- Age
- Disability
- or any other differences or perceived differences

Types of unlawful discrimination

Direct discrimination is where a person is treated less favourably than another because of a protected characteristic.

Indirect discrimination occurs when a provision, criterion or practice is applied which, whether intentional or not, adversely affects a considerably larger proportion of people of one race, sex, marital status etc than another and cannot be justified on grounds other than race, sex, marital status etc.

Associative discrimination is where an individual is directly discriminated against or harassed for association with another individual who has a protected characteristic.

Perceptive discrimination is where an individual is directly discriminated against or harassed based on a perception that he/she has a particular protected characteristic when he/she does not, in fact, have that protected characteristic (other than marriage and civil partnership, and pregnancy and maternity).

Every employee and worker is required to assist the Company to meet its commitment to provide equal opportunities in employment and avoid unlawful discrimination.

Acts of discrimination are disciplinary offences and will be dealt with under the Company's disciplinary procedure and may constitute gross misconduct resulting in instant dismissal.

Should any person feel that they have been discriminated against on the above grounds, they should report this matter in the first instance to mark@firsttask.co.uk or Ronnie@firsttask.co.uk