

Equal Opportunities & Diversity Policy

Visio Recruitment embraces diversity and will seek to promote the benefits of diversity in all of our business activities.

We are committed to diversity and will promote this for all employees, workers and applicants and shall adhere to such a policy at all times.

We will treat everyone equally irrespective of sex, sexual orientation, gender reassignment, marital or civil partnership status, age, disability, colour, race, nationality, ethnic or national origin, religion or belief, political beliefs or membership or non-membership of a Trade Union or spent convictions.

Visio Recruitment will ensure that each candidate is assessed only in accordance with the candidate's merits, qualifications and abilities to perform the relevant duties required by the particular vacancy. We will not accept instructions from clients that indicate an intention to discriminate unlawfully.

-It is unlawful for a recruitment consultancy to discriminate against a person on the grounds of a protected category

-in the terms on which the recruitment consultancy offers to provide any of its services

-by refusing or deliberately omitting to provide any of its services

-in the way it provides any of its services

Direct discrimination would also occur if a recruitment consultancy accepted and acted upon a job registration from an employer which states that certain persons are unacceptable due to a protected category, unless one of the exceptions applies, for instance, the job demands a genuine occupational requirement or in the case of age, the discrimination can be lawfully justified. In such a case, Visio Recruitment will not deal further with the vacancy unless the client provides written confirmation of such genuine occupational requirement, exception or justification.

Complaints and monitoring procedures

These are available from the General Manager and will be made available upon request.