



Tayside Contracts is working towards equality in employment and has adopted a policy which aims to ensure that no job applicant or employee receives less favourable treatment on the grounds of race, colour, ethnic or national origin, gender, marital status, sexual identity, age, class, ethical or religious beliefs, disability, trade union activity, or any unrelated medical or other condition or requirements which cannot be shown to be justifiable.

### **Why have an Equal Opportunities Policy?**

Translated into action, an equal opportunities policy can eliminate the possibility of unfair or unlawful discrimination and remove some of the barriers to the employment and career development of women, ethnic minorities and disabled people. Tayside Contracts believes that its policy and practice are a means of making the best use of human resources which is in the organisation's and the employees' best interests.

### **Applying for a job at Tayside Contracts**

Experience shows us that it is necessary to check whether policies are being carried out. This is just as true of the equal opportunities policy as of all others. We need to know what is going on, what decisions are being made and how different groups are being treated.

To achieve this, monitoring is essential, the objective being to ensure that at every point where decisions are being made about individuals, there are no signs that unacceptable prejudices are influencing decisions.

To help us achieve these aims, there are equal opportunities questions on the application form and the registration forms. The information will be treated in the strictest confidence and will play no part in the selection process. The information will be held separately to the rest of the forms and will not be shown to the person making the recruitment decision.

### **Trade Unions**

Tayside Contracts supports the system of collective bargaining and believes in the principle of solving industrial relations issues by discussion and agreement. The Trade Unions recognised for the purpose of collective bargaining are AEEU, GMB, TGWU, UCATT and UNISON.