

Equal Opportunities Policy



Effective Date:

17 - Sept - 2024

1. Purpose

Antares Consultancy is committed to promoting equality, diversity, and inclusion in the workplace. This policy sets out our commitment to ensuring that all employees and job applicants are treated fairly and are not subjected to unlawful discrimination. We aim to create a working environment where everyone is respected and has equal access to opportunities.

2. Scope

This policy applies to all employees, contractors, job applicants, clients, suppliers, and any other stakeholders involved with Antares Consultancy. It covers all aspects of employment, including recruitment, promotion, training, pay, benefits, and termination of employment.

3. Principles

We are committed to:

- Treating all individuals fairly and equally, regardless of their gender, age, race, ethnicity, religion, disability, sexual orientation, gender identity, marital status, pregnancy, or any other characteristic protected by law.
- Promoting a workplace where diversity is valued and where people are treated with dignity and respect.
- Providing equal opportunities in all areas of employment and development, ensuring that no individual faces unlawful discrimination or bias.

4. Recruitment and Selection

Our recruitment and selection processes are designed to ensure fairness and equal opportunities for all candidates. We aim to:

- Use objective, job-related criteria in all recruitment and selection decisions.
- Encourage applications from diverse backgrounds and underrepresented groups.
- Ensure that all job advertisements are free from discriminatory language and promote inclusivity.

5. Training and Development

Antares Consultancy is committed to providing equal access to training and development opportunities for all employees. We:

- Ensure that career development opportunities are based on merit and individual performance.
- Offer training on diversity, inclusion, and equal opportunities to raise awareness and promote best practices across the business.

6. Monitoring and Reporting

We regularly monitor our employment practices to ensure compliance with this policy and to identify any areas for improvement. This includes:

- Tracking recruitment, promotion, and pay data to ensure fair treatment of all employees.
- Investigating any complaints of discrimination or unfair treatment, and taking appropriate action



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where necessary.

7. Harassment and Bullying

We do not tolerate any form of harassment or bullying in the workplace. Any employee found to have violated this policy by engaging in discriminatory behaviour or harassment will be subject to disciplinary action, which could include dismissal. Employees are encouraged to report any instances of harassment or discrimination through our formal grievance procedure.

8. Reasonable Adjustments

Antares Consultancy is committed to making reasonable adjustments to support employees with disabilities or other protected characteristics. This may include adjustments to working hours, physical workspace, or job responsibilities to ensure equal access to opportunities.

9. Legal Compliance

This policy is in accordance with the UK Equality Act 2010 and other relevant legislation. Antares Consultancy is committed to complying with all applicable legal obligations relating to equality and diversity in the workplace.

10. Policy Review

This Equal Opportunities Policy will be reviewed annually or more frequently if required, to ensure it remains relevant and continues to meet best practice standards.

11. Conclusion

Antares Consultancy is dedicated to fostering an inclusive, diverse, and equal workplace for all employees and stakeholders. We believe that a diverse team contributes to our success, and we are committed to upholding these values in every aspect of our business.

