
Equal Opportunities Policy

Policy Statement

Ascent Fire is committed to promoting equality, diversity, and inclusion in all aspects of employment. We aim to provide a working environment in which all individuals are treated fairly, with dignity and respect, and where discrimination, harassment, or victimisation is not tolerated.

We recognise our legal and moral responsibilities under the Equality Act 2010 and are committed to ensuring equal opportunities for all employees and job applicants.

Our Commitment

Ascent Fire will:

- Ensure that no employee or job applicant is treated less favourably on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.
 - Provide a workplace free from discrimination, harassment, and bullying.
 - Promote a culture of inclusion, respect, and fairness.
 - Ensure this policy is communicated to employees, contractors, and recruitment partners.
 - Take appropriate disciplinary action where breaches of this policy occur.
 - Comply with all relevant equality legislation and best practice guidance.
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Recruitment and Selection

We are committed to fair and objective recruitment practices:

- Selection decisions will be based solely on merit, skills, qualifications, and experience.
 - Recruitment processes will be consistent, transparent, and non-discriminatory.
 - Job descriptions and person specifications will accurately reflect the requirements of the role.
 - Vacancies will be advertised through appropriate channels to attract a diverse pool of candidates.
 - Interview panels will, where possible, involve more than one assessor.
 - Interview questions will relate only to the role requirements and will not be discriminatory.
 - Reasonable adjustments will be made where necessary to support applicants.
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Training and Career Development

- All employees will have equal access to training, development, and progression opportunities.
- Managers will receive appropriate training to ensure consistent application of this policy.
- Promotion decisions will be based on merit and capability.

Monitoring and Review

Ascent Fire will monitor the effectiveness of this policy by:

- Maintaining and reviewing employment records to identify trends and ensure fairness.
- Analysing recruitment, training, and promotion data to support equality objectives.
- Reviewing the outcomes of monitoring activities and taking action where improvements are required.

All monitoring activities will be carried out in accordance with data protection requirements.

Responsibilities

Management is responsible for implementing and promoting this policy, while all employees are expected to uphold its principles and contribute to a respectful and inclusive workplace.

Continual Improvement

This policy will be regularly reviewed to ensure its effectiveness, compliance with legislation, and alignment with organisational values and best practice.

Signature: *Brian Pickering*

Position: Director

Date: 01/04/2026

Review Date: 31/03/2027