

Company Name:	Jackson Hayes Recruitment
Policy Name:	Equality, Diversity, and Inclusion Policy
Date:	6 November 2024

Introduction

Jackson Hayes Recruitment is committed to promoting equality, diversity, and inclusion in all areas of our recruitment process, ensuring fair and equal treatment for all candidates, clients, and employees.

We believe that an inclusive recruitment approach helps schools and education providers build diverse teams that reflect the communities they serve, creating richer learning environments and supporting every learner's potential.

Purpose of Our Policy

Our EDI policy aims to:

- Eliminate discrimination and bias in recruitment, ensuring that all candidates, regardless of age, disability, gender, race, religion, sexual orientation, or socioeconomic background, are evaluated solely based on their skills, experience, and suitability for the role.
- Promote equal opportunities by encouraging applications from underrepresented groups within the education sector.
- Create a recruitment process that values and respects diversity, fostering a supportive and inclusive environment for all our candidates, clients, and team members.

Our Commitment

We are dedicated to:

- Providing equitable recruitment services by actively removing barriers and preventing any form of discrimination or harassment in all interactions with candidates and clients.
- Supporting our clients in achieving their diversity and inclusion goals by promoting diverse candidate pools and advising on inclusive hiring practices.
- Reviewing our internal policies and practices regularly to ensure compliance with UK equality legislation and to align with best practices in inclusive recruitment.

Scope

This policy applies to all aspects of our recruitment process, including candidate sourcing, selection, assessment, and placement, as well as our internal employment practices within Jackson Hayes Recruitment.



Policy Implementation and Review

Our team is trained in EDI practices and works diligently to ensure that every step of the recruitment process reflects our commitment to inclusion. We review this policy annually to ensure it reflects current legislation and best practices, striving for continuous improvement in fostering diversity and inclusion within the education sector.

Equal Employment Opportunity (EEO) commitment statement

The following statement can be found on our website and job advertisements.

We are committed to fostering diversity, equality, and inclusion in education. As a positive action business, we promote equal opportunities, ensuring individuals from all backgrounds can thrive. We encourage applications from underrepresented groups and strive to create an inclusive environment for all. Join us in making a meaningful impact and driving positive change in the education sector.

Contact

If you have any questions or feedback regarding our EDI policy, please contact us at directors@jacksonhayes.co.uk.