

Equal Opportunities Policy



Purpose of this policy

The HealthSure Group are fully committed to the concept of equal opportunity in employment, and must actively ensure that the career opportunities of our employees or workforce are presented solely on individual merit, and that our judgment on employee potential, ability and progression is without the effects of bias and prejudice.

Actionable steps toward honouring our commitment

The HealthSure Group directorate will ensure:

- 1 That no employee or applicant for employment receives any less consideration, or receives unfair treatment on the basis of their age, gender, gender reassignment, sexual orientation, pregnancy and maternity, marital status, civil partnerships, race, colour, nationality, philosophical belief, ethnic or natural original, disability, religion or belief ("Protected Characteristics")
- 2 That assessment, appraisals and judgments are free of bias and prejudice
- 3 That all Healthsure employees are provided with equal opportunity in employment and career advancement – based on merit only
- 4 That those judgments on merit are centered on an employees are made on the aptitudes, their skill, their competencies, qualifications, behaviors and fitness to work
- 5 That the business is able to attract, appoint and retain employees of appropriate competency, skill, aptitudes and motivation
- 6 That we target our employees from the widest possible labour markets
- 7 That procedures are designed to provide the fullest and fairest of consideration and make provision for the selection of disabled applicants, and committing to ensure they are properly trained to perform safely and effectively, and to provide career opportunities that allow them to fulfil their potential
- 8 That where an employee becomes disabled in the course of their employment with Healthsure, the Healthsure Group will actively seek out opportunities to retain them wherever possible by making practical and viable adjustments to their work content and environment, or by retaining them to undertake new roles which better suit their disability.
- 9 Both candidates and employees who are disabled or become disabled, are encouraged to share their condition with the company leadership or HR representative, so that reasonable adjustments or support which may be appropriate can be considered
- 10 That part-time and fixed-term employees are treated the same as comparable full-time or permanent employees, and are afforded no less favorable terms and conditions (on a pro-rata basis where appropriate), unless different treatment is justified and in writing in the terms by which the appointment is made. This will not be in contradiction to the protection afforded to disabled employees, nor an employee judged on the basis of any of the protected characteristics
- 11 That no employee is hampered by requirements or conditions which cannot be justified solely on objective job related criteria or substantiated business need
- 12 That, as far as reasonably practicable, sufficient arrangements are made, or action take to correct or prevent employees being harassed by a third party for any reason inclusive of but not restricted to the protected characteristics

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Craig McHugh
Group Director

A handwritten signature in black ink, appearing to read 'Liam O'Neil', positioned above a horizontal line.

Liam O'Neil
Group Director

