PINEAPPLE PARTNERS

Equal Opportunities Policy

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1. Our commitment

Pineapple Partners is committed to equal opportunities in everything we do: how we hire our own team, how we register and put forward candidates, and how we work with clients. We oppose discrimination in all its forms, and we will not act on discriminatory instructions from any client, whatever the commercial cost of refusing.

2. The law and the protected characteristics

The Equality Act 2010 protects nine characteristics: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race, including colour, nationality and ethnic or national origins; religion or belief, including lack of belief; sex; and sexual orientation. This policy applies the Act across recruitment, terms of engagement, training, promotion, and the ending of any engagement.

3. What discrimination looks like

- Direct discrimination: treating someone less favourably because of a protected characteristic.
- Discrimination by association or perception: treating someone less favourably because of someone they are connected to, or something they are assumed to be.
- Indirect discrimination: a rule or practice applied to everyone that disadvantages a protected group and cannot be objectively justified.
- Harassment: unwanted conduct related to a protected characteristic that violates dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment.
- Victimisation: treating someone badly because they complained, or helped someone complain, about discrimination.

4. In employment and recruitment practice

Job criteria are based on the genuine requirements of the role. Adverts, shortlisting, interviews and selection are run so that no applicant is disadvantaged by a protected characteristic, and reasonable adjustments are made for disabled applicants and workers at every stage. Candidate registration is open to all, and clients receive shortlists built on capability. Pay and conditions for our workers are set by the role, not the person.

5. In how we deliver our service

We consider the accessibility and fairness of our processes, application routes, communications, testing, when we design them, not after complaints. Where a client's requirements appear indirectly discriminatory, we query them; where they are directly discriminatory, we decline them.

6. Complaints of discrimination

Anyone, employee, worker, candidate or client contact, who believes they have experienced or witnessed discrimination by us or on our assignments should raise it with the Director, Mathew Vandermotten (0161 524 1715, info@cucumber-operations.co.uk). Complaints are investigated promptly and confidentially under our Complaints Policy; proven discrimination by our staff is a disciplinary matter up to dismissal, and by a client is grounds to end the relationship. No one suffers any detriment for raising a genuine concern.

7. Implementation, monitoring and review

The person responsible for equal opportunities practice across the business is Mathew Vandermotten, Director. We monitor recruitment and placement outcomes on an anonymised basis to check the policy is working, train all staff in its requirements, and review it annually against legislation and experience.