

Approach to Discrimination, Diversity and Inclusion

Broadcast Revolution is an equal opportunities employer. We embrace diversity and it is our aim to provide equal opportunities in employment regardless of age, colour, race, nationality, ethnic or national origin, sex, marital or civil partnership status, gender reassignment, sexual orientation, religion, religious belief or similar philosophical belief, pregnancy or maternity, or disability. These are called the 'protected characteristics'.

It is our policy not to discriminate unlawfully against prospective, current or former members of staff on the basis of any of the protected characteristics. This policy applies to all aspects of employment with us, including recruitment, pay and conditions, training, appraisals, promotion, conduct at work, disciplinary and grievance procedures, and termination of employment.

We are committed to the promotion of equal opportunities and to ensuring that the talent and skills of all our staff are maximised and we recognise the expertise and ability of each person. We are also committed to treating all staff with respect and dignity, and to ensuring that staff are not victimised or subjected to harassment or discrimination. We aim to achieve this through applying our policies and procedures in a consistent and impartial way.

We are committed to equal pay and equality of terms and conditions in employment. We believe our employees should receive equal pay for like work, work rated as equivalent or work of equal value. In order to achieve this, we will endeavour to maintain a pay system that is free from bias and based on objective criteria.

We will make reasonable adjustments to our standard working provisions, criteria or practices, or to physical features of the workplace, to ensure that a disabled employee is not placed at a substantial disadvantage in comparison with persons who are not disabled.

Broadcast Revolution will take all reasonable steps to eliminate indirect discrimination in all aspects of employment.

Discrimination or harassment claims will be thoroughly and promptly investigated and appropriate disciplinary action will be taken against any person responsible.

Recruitment

All Terms and Conditions of Employment and related benefits are non-discriminatory, except in cases where having a particular protected characteristic is an occupational requirement. If this is the case and that occupational requirement is a proportionate means of achieving a legitimate aim, Broadcast Revolution will apply that requirement to the job role.

All applicants for employment and all staff applying for alternative positions within Broadcast Revolution will be evaluated according to their skills, experience and ability to do the job.

When advertising roles, we will continue to ensure that it is advertised in a manner that falls within the aims of this policy. Advertisements will encourage applications from all suitably qualified and experienced people. When advertising roles, we will, as far as reasonably practicable avoid prescribing any unnecessary provisions or criteria which would exclude a higher proportion of applicants with a particular protected characteristic.

Staff applying for roles should expect to be interviewed and to undertake relevant selection tests along with a full review of their work history which will include their work performance, salary history and other information in their staff file.

With disabled job applicants, we will ensure that we make reasonable adjustments to work provisions, criteria or practices, or to physical features of work premises in order to ensure that the disabled person is not placed at a substantial disadvantage in comparison with persons who are not disabled.

Employment references

It is our policy to only confirm to prospective external employers and others: dates of employment and positions held.

Promotions

Promotion prospects will be based on individual merit, ability, achievement and development potential.

Skills development

Equal consideration will be given to all staff for development opportunities, both to perform their job and to develop personally.

As part of employment at Broadcast Revolution all staff are required to attend appropriate induction training / educational courses.

A formal review of performance for all staff will be undertaken at least twice a year and recorded on a review form and career development plan. Staff will be reviewed against relevant objective criteria to measure performance and skills development needs. In addition, other short reviews may be undertaken during the year as necessary.

Post-employment

We will not discriminate against any former staff because of protected characteristics; for example, when providing references for future employment, or in conducting the Appeals Procedure.

Monitoring

We will, from time to time, review our Equal Opportunities commitment and review progress in achieving its objectives. Where barriers to equal opportunities are identified, any necessary changes will be made.