

Equal Opportunities

Qubic Recruitment Solutions, aims to employ a workforce that reflects the diversity of the community at large.

Promoting equal opportunities means that everyone is treated solely on the basis of competence and merit, regardless of gender, ethnic origin, race, age, religion, sexual orientation, disability or any other criteria not specifically related to potential skills and abilities.

Qubic Recruitment Solutions endeavours to provide a working environment free from discrimination, harassment or victimisation. This applies in the recruitment, selection and employment conditions, training and promotion of all employees and amongst those who use the service provided by Qubic Recruitment Solutions, both clients and candidates.

Qubic Recruitment Solutions, Equal Opportunities Codes of Practice comply with current equal opportunities legislation, and endeavour to implement and promote this policy, and give specific guidelines to employees and clients providing a complete employment agency service.

The Codes of Practice have been devised with regard to the recommendations for employment agencies issued by the Commission for Racial Equality (CRE), the Equal Opportunities Commission (EOC) and the Recruitment and Employment Confederation (REC).

All new employees will undergo training and / or briefing as part of their induction to enable them to meet the requirements of this policy and the Codes of Practice. All employees will be regularly updated to ensure that they are kept aware of any changes in the policy, the Codes of Practice and relevant legislation.

Qubic Recruitment Solutions Equal Opportunities Policy extends to the service it provides through its employment agency operations.

All candidates and temporary workers will be interviewed, assessed and submitted to clients on the basis of their ability, merits and skills, according to the requirements of the vacancy or assignment.

In order to ensure the effective operation of the equal opportunity policy (and for no other purpose) a record will be kept of all employees' and job applicants' gender, racial origins and disability. Where necessary, employees will be able to check / correct their own record of these details. Otherwise, access to this information will be strictly restricted. Such records will be analysed regularly and appropriate follow-up action taken.

It is the responsibility of every employee to commit to this Policy and the Codes of Practice and to read and comply with them.

Qubic Recruitment Solutions will not tolerate any acts which breach the Policy and all instances of such behaviour or alleged behaviour will be taken seriously, be fully investigated and may be subject to the Company's disciplinary procedure.

We have taken every step to ensure that our website complies with both the Disability Discrimination Act 1995, amended 2005 and The Equality and Human Rights Commission, but in the unlikely event that you are having problems using our site please feel free to contact us at: info@qubicrecruit.co.uk