**Equal Opportunities Policy**

BAC is committed to eliminating discrimination and encouraging diversity amongst the inspectorate. The aim is for the inspectorate to be truly representative of all sections of society and that each inspector should feel respected and able to give of their best. It aims to ensure that no actual or potential inspector (or other contact or visitor) will suffer unfair discrimination on the grounds of:

* age
* disability
* family responsibility (parental status or caring responsibilities, including pregnancy)
* gender (including gender reassignment and gender identity)
* marital or civil partnership status
* political opinion
* race (including colour, nationality, ethnic and national origins, etc)
* religion
* sexual orientation
* social origin
* trade union membership
* any other inappropriate distinction.

BAC’s commitment:

* to create an environment where individual differences and the contributions of all inspectors are recognised and valued
* to foster a working environment that promotes dignity and respect to all. Any reasonable adjustments will be made and no form of intimidation, bullying or harassment will be tolerated (see anti harassment policy)
* training and development opportunities are available to all inspectors
* the provision of equal opportunities in all activities will benefit the organisation.
* breaches of the equal opportunities policy will be regarded as misconduct and could lead to termination of contract

In recruiting new inspectors, this policy will be adhered to to make an objective and fair decision as far as possible. A person specification will be drawn up detailing the knowledge skills and abilities necessary for the effective performance of the job role. The job will be advertised where it may reach as many social groups as possible. Information relating to the post will be made available in appropriate formats for applicants with disabilities. Applicants for all posts will be given as much clear and accurate information as possible through advertisement, job descriptions, person specifications and interviews to enable them to assess their own suitability for the post.  Each applicant will be considered on his or her own merit and on their own aptitudes and abilities.  All applicants shall be informed that BAC is striving to be an equal opportunities employer and that it operates an equal opportunities policy.  This information will be included on all advertisements and job descriptions.

All interviews shall be thorough, objective and shall deal only with the applicants' suitability for the inspectors role and ability to fulfill the requirements of the role.  Further information necessary for personnel records can be collected after a job offer has been made. BAC will consider making reasonable adjustments to a process, and/or to a job so far as is possible and reasonable in order to allow a disabled applicant to accept the job if s/he is the best candidate. Please note that all new inspectors will be required to provide evidence of their right to work in the UK.

BAC will not discriminate in the provision of training to inspectors and will provide appropriate training to enable inspectors to perform their jobs effectively.

The Chief Executive has overall responsibility for ensuring that this policy is consistently applied. Each individual associated with BAC is individually responsible for implementing BAC’s commitment to the principle of equality.