



Restaurant école Ltd
EQUAL OPPORTUNITIES POLICY

This Company is an equal opportunities employer and is committed to a policy of treating all our employees and job applicants equally.

It is our policy to take all reasonable steps to employ and promote employees on the basis of their abilities and qualifications without regard to race, religion, colour, sex, age, national origin, disability, or sexual orientation.

We will appoint, train, develop and promote on the basis of merit and ability alone.

Employees must not harass or intimidate other employees on the grounds of race or sex, disability, age or sexual orientation. Such behaviour may be treated as gross misconduct in accordance with our disciplinary procedure.

Employees should draw the attention of their immediate superior to suspected discriminatory acts or practices.

Employees must not victimise or harass any employee who has made allegations or complaints of sex or race discrimination, or discrimination on the grounds of disability, age or sexual orientation. Such behaviour may be treated as gross misconduct in accordance with our disciplinary procedure.

RECRUITMENT

All job applications will be processed in the same way.

Staff responsible for short-listing, interviewing and selecting candidates will be clearly informed of the selection criteria and of the need for their consistent application.

Wherever possible, all applicants will be interviewed by at least two people.
All questions that are put to applicants will relate solely to the requirements of the job.

If it is necessary to assess whether personal circumstances will affect the performance of the job, this will be discussed objectively, without detailed questions based on assumptions about race, sex, religion, national origin, sexual orientation, disability, marital status, children and domestic obligations.



PROMOTION, TRANSFER AND TRAINING

We will take such measures as may be necessary to ensure the proper training, supervision and instruction of all managers in order to familiarise them with our policy on equal opportunities and in order to help them identify discriminatory acts or practices and to ensure that they promote equal opportunities within the departments for which they are responsible.

All persons responsible for selecting new employees, employees for training or for transfer to other jobs, will be instructed not to discriminate on gender or racial grounds or on the grounds of the employee's disability, sexual orientation or age.

When a group of workers predominantly of one race, sex, or type of disability, is excluded from access to promotion, transfer and training and to other benefits, the promotional system will be reviewed to ensure that there is no unlawful, indirect discrimination.

Where general ability and personal quality are the main requirements for promotion to a post, care will be taken to consider favourable candidates of all races and ages, both sexes, and all classes of disability, with different career patterns and general experience.

TERMS OF EMPLOYMENT

All terms of employment, benefits, etc will be reviewed from time to time, in order to ensure that there is no unlawful discrimination on the grounds of race, gender, age or marriage or any discrimination based on disability or sexual orientation.

A handwritten signature in black ink, appearing to read 'Francois Nouaillat', is positioned above the name and title of the signatory.

Francois Nouaillat
Director of Restaurant école Ltd