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## Equal Opportunities Policy

### 1. GENERAL

Silverback Security Academy Ltd. (Silverback) is committed to a policy of equal opportunities for all and shall adhere to such a policy at all times and will review on an on-going basis on all aspects of recruitment to avoid unlawful or undesirable discrimination. Silverback will treat everyone equally irrespective of sex, sexual orientation, marital status, age, disability, race, colour, religion, ethnic or national origin, and places an obligation upon all staff to respect and act in accordance with the policy.

Silverback shall not discriminate unlawfully when recruiting new members of staff and neither will it discriminate when processing a participants' application to join a Silverback programme. Silverback will ensure that any application to join our team of staff is assessed on the merits, qualification and ability to perform the relevant duties of the role for which they have applied. All applications to join a Silverback programme will be based upon the Participants' ability to perform at the stated academic level prior to the start of the programme.

### 2. SEX AND RACE DISCRIMINATION

Unlawful sex or race discrimination occurs in the following circumstances:

a. Direct discrimination

Under the Sex Discrimination Act 1975 and the Race Relations Act 1976 direct discrimination occurs where one individual treats another individual less favourably on grounds of their sex or race than he treats or would treat other persons.

It is unlawful for a company to discriminate against a person on the grounds of their sex, colour, race, nationality, ethnic or national origins:

- In the terms on which the company offers to provide any of its services;
- By refusing or omitting to provide any of its services;
- In the way it provides any of its services.

Direct discrimination would also occur if a company accepted and acted upon a job registration from a client, which states that certain persons are unacceptable because of their sex, colour, race, nationality, or ethnic or national origins, unless an exception applies such as age limits, another law or issues relating to national security.

b. Indirect Discrimination

A claim of indirect discrimination arises when an employer applies a requirement or condition generally, but which is such a proportion of persons from one racial group who can comply with it is considerably smaller than the proportion of persons not of that racial group who can comply with it.

Indirect discrimination would also occur if a company accepted and acted upon an indirectly discriminatory instruction from an employer.

### 3. DISABILITY DISCRIMINATION

Under the Disability Discrimination Act 1995, disability discrimination occurs if for a reason which relates to the disabled person's disability an individual: -

- a. Treats him less favourably than he treats, or would treat others to whom that reason does not or would not apply, and,
- b. The employer cannot show that the treatment in question is justified.

Silverback will not discriminate against a disabled job applicant or participant applicant on the grounds of disability –

- a. In the arrangements i.e. application form, interview and arrangements for selection for determining to whom a job should be offered; or
- b. In the terms on which employment or engagement of temporary workers is offered; or

- c. By refusing to offer, or deliberately not offering the disabled person a job for reasons connected with their disability; or
- d. In the opportunities afforded to the person for receiving any benefit, or by refusing to afford, or deliberately not affording him or her any such opportunity; or
- e. By subjecting him or her to any other detriment (detriment will include refusal of training, transfer, demotion, reduction of wage; or harassment).

Silverback will accordingly make career opportunities available to all people with disabilities and every practical effort will be made to provide for the needs of staff and participants.

#### **4. AGE DISCRIMINATION**

Silverback will not discriminate any potential member of staff or Participant based on their age. However, Associate Facilitators are required to have extensive relevant expertise to support the Silverback programmes and Participants are required to meet the academic prerequisites and have security industry vocational experience and therefore, both of these groups are likely to be aged 18 years and older. Other staff recruiting activities will assess candidate suitability upon their ability to perform the duties outlined in the job description.

#### **5. COMPLAINTS AND MONITORING PROCEDURES**

Silverback will take any complaints about discrimination very seriously and a full investigation will be conducted. The investigation result will be conveyed to the complainant at the earliest opportunity.

End of Policy.