

Recruitment and Selection Policy

1. Purpose

SCCUL Enterprises CLG (hereafter referred to as the "Company") is committed to selecting those suitable for employment solely on the basis of merit and will not discriminate directly or indirectly on any of the grounds outlined in the Employment Equality Acts 1998 -2015.

Job advertisements, application forms and publicity material will encourage applications from all suitable candidates and will not discriminate intentionally or unintentionally against any group or individual on any unjustifiable grounds.

The objective is to target the widest possible pool of potential applicants and to ensure that all candidates have Equality of access to all job vacancies.

2. Operationalising the Policy

We will seek to ensure a creative approach to our advertising that affirms Diversity and attracts the widest pool of candidates.

Where possible and practicable efforts will be made to ensure that interview panels come from diverse backgrounds. We will ensure that interviewers are trained to conduct interviews in a non-discriminatory way and that questions will relate to the requirements of the job position. Relevant questions will be asked of all candidates and evaluated in the same way and interviewers will be careful not to ask questions which might be taken as discriminatory.

Selection will be on merit and those who are successful shall demonstrate their suitability for employment according to pre-determined job-related selection criteria which will be consistently applied throughout the recruitment process.

Equality of Opportunity will also include accommodating where possible the special needs of individuals to facilitate their participation in the Recruitment and Selection process.

3. Monitoring and Review

This policy will be monitored for its effectiveness and will be reviewed every three years.