



THE SALTY DOG
HOTEL & BISTRO

Equal Opportunity and Recruitment Policy

At The Salty Dog Hotel and Bistro we are committed to the principle of equal opportunity in employment of staff. Our policy is to help all those who work for us to develop their full potential. The talents and resources of the workforce will be utilised fully to maximise the efficiency of the organisation. We will ensure that people are selected, promoted, and trained based on their relevant skills and abilities and will promote a good, harmonious, dignified, respectful and neutral working environment.

We believe the key is to recruit individuals with the right mix of talent, skills, and potential and welcome applications from a wide range of candidates. We are committed to equality of opportunity, to following practices, and to providing a service which is free from unfair and unlawful discrimination. We ensure that no applicant or member of staff is subject to less favourable treatment on the grounds of gender, marital status, race, colour, nationality, ethnic or national origins, age, sexual orientation, responsibilities for dependants, physical or mental disability, political opinion or offending background, or is disadvantaged by any condition which cannot be shown to be relevant to performance.

We particularly welcome those from disadvantaged backgrounds whether that is mental, physical, or social, including those with criminal records. We select candidates for interview based on their skills, qualifications, and experience. Having a criminal record will not necessarily bar you from working with us. This will depend on the nature of the position and the circumstances of your offences. We undertake not to discriminate unfairly against applicants because of convictions, cautions, reprimands, or outstanding criminal proceedings.

We encourage applicants for any post to provide us with as much information as possible about their condition/circumstances (including details of their criminal record which are not protected in law) at an early stage in the application process.

We will have an open and measured discussion with you about the disadvantages that you have that might be relevant to the position. Failure to reveal information that is directly relevant to the position could lead to withdrawal of an offer of employment (or dismissal, if your employment has commenced).

We will then engage with any appropriate organisations and/or agencies to carry out a risk assessment for your own protection as well as that of the business, the staff, and guests. The outcome of this assessment will be discussed with you and we will commit to making any reasonable adjustments that are required.