



Chief Executive: Diana Terris

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Your Ref: DT/PL

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Date:

Dear Applicant,

EQUAL OPPORTUNITIES FOR ALL

Thank you for expressing an interest in working for BMBC.

The Council believes that its workforce should reflect the diversity of its local population and some people are currently under-represented in our workforce.

We are therefore seeking to recruit more disabled people, more men, more women in senior management positions, more people from our black and minority ethnic communities and more people under the age of 30 or over the age of 50.

The Council is committed to becoming an equal opportunities employer by recruiting the best candidate for the job regardless of their background. This means that we may be able to help remove the barriers or disadvantages that some people can face when applying for jobs.

The Council has put in place a range of initiatives that may assist you if you feel you could be disadvantaged when applying for a job. Some of these initiatives are listed in the enclosed leaflet 'Guidance Notes for Applicants' and on the back of this letter however, if you would like more information and would like to talk in confidence about these initiatives please contact, Jules Horsler, Equality Manager 01226 787638.

We look forward to hearing from you.

Yours sincerely

Chief Executive

Initiatives for Removing Barriers at Recruitment

To break down some of the barriers or disadvantages that some people face the Council has introduced the following initiatives:-

- Annualised Hours
- Compressed hours
- Flexi Hours Scheme
- Flexible Working
- Home Working
- Job Sharing Scheme
- Term Time Only Working
- Voluntary Reduction in Hours
- Parental Leave
- Childcare Voucher Scheme
- Race Equality Scheme
- Interpreters Available on request from Human Resources.
- Religious Observance in the Workplace
- Sexual Orientation Guidelines
- Gender Reassignment
- Disability & Impairment Related Leave
- Mindful Employer status a Charter for Employers who are Positive about Mental Health
- Access to Work Policy
- Induction Loops Available at Human Resources reception
- Corporate Equality Scheme..