FOWLER'S
SYNDROME UK

Hiring Policy

Fowler's Syndrome UK ("FSUK") is an equal opportunities employer. Employment decisions are based on merit, economic feasibility, and business needs. We embrace and encourage our employees' differences in race, nationality, ethnicity, gender, marital or civil partner status, caring responsibilities, disability, gender identity, age, social class, sexual orientation, or religion/belief. The Society complies with all relevant laws including but not limited to the following laws:

- Equality Act 2010
- Rehabilitation of Offenders Act 1974
- Race Relations Amendment Act 2000
- Asylum & Immigration Act 2004
- Human Rights Act 1998

We will ensure that there are equal opportunities in all stages of the recruitment process. In particular:

- Our advertising and recruitment literature will reflect our commitment to equal opportunities and will not reinforce stereotypes.
- Where we recruit by word of mouth, candidates will be subject to our usual objective recruitment procedures to ensure that we minimise the risk of perpetuating the existing mix of groups in our workforce.
- The criteria we use for selection will be fair and appropriate. If any criterion disadvantages certain protected groups, we will only use it if we are certain that it is justifiable considering the nature of the job to be done.
- Questions at interviews will relate to the requirements of the job. We will not ask questions of one protected group that we would not ask everyone.
- We will not ask health-related questions before making an offer of employment, unless this is for a genuine and justifiable job-related reason, for equality and diversity monitoring, or to make suitable arrangements for interview or selection.

FSUK will also consider requests for reasonable accommodation wherever necessary for all employees or applicants with disabilities. We ask that you provide all requests for reasonable accommodation to your line manager either verbally or in writing and include both your rationale and medical support for the requested accommodation. When working with FSUK, accommodations can be pursued by contacting [[your line manager] OR [the CEO]], who will work with you to evaluate and access reasonable accommodations. This policy applies to all areas of employment, including recruitment, hiring, training and development, promotion, termination, compensation, benefits, and all other conditions and privileges of employment in accordance with applicable laws and regulations.

The Chief Executive Officer is primarily responsible for seeing that FSUK's equal employment opportunity policies are implemented. Concerns, if any, should be addressed to the Chief Executive Officer, in writing. All members of staff share in the responsibility for assuring that by their personal actions, they do not violate these policies. Any employees, including line managers, involved in discriminatory/harassing practices will be subject to appropriate disciplinary action, up to and including termination of employment.

Policy Review and Amendments: This policy will be reviewed annually, by the end of the first quarter (Q1), to ensure that it continues to meet the needs of FSUK.

FSUK
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Last reviewed on [02/03/26]
Reviewed and agreed by [IH, HE]