



Equality of Opportunity Statement Recruitment Training & Development

Essentially, as far as recruitment goes, it has always been the view that we select the best person for the job, irrespective of gender, colour, creed, disability or nationality

The main criteria will be:

- Competence to safely perform the relevant tasks, duties and responsibilities
- Positive and proactive attitude
- Fitting in as a member of the immediate work team and the organisation as a whole

Desirable characteristics:

- Aptitude for further development of skills and competence
- Capacity for initiative and/or increased responsibility
- Shared values

With regard to Training & Development, opportunity is extended throughout the organisation. Subject to financial budgets, we will provide financial support (up to 100%) for non-occupational training providing the following criterion is met:

- The applicant can demonstrate that there will be a real outcome in terms of his or her personal development and that this will contribute to individual and team performance.
- Training can include e-learning programmes; short seminars; night-school courses; professional or University studies to Certificate, Diploma or Degree level.

A handwritten signature in blue ink that reads 'John Hamilton'. The signature is written in a cursive style with a large, looping initial 'J'.

Personnel Development Manager
Waddington & Ledger Ltd