



Equal Opportunities Policy

Fleet Street Events Ltd (trading as Medley on Fleet Street – www.medley.ie)

1. Policy Statement

Fleet Street Events Ltd is committed to providing a working environment where every employee, contractor, and applicant is treated fairly and with respect. We value diversity and inclusion and do not tolerate discrimination, harassment, or victimisation on the basis of **gender, gender identity, marital or family status, sexual orientation, religion or belief, age, disability, race, colour, nationality, ethnic or national origin**, or any other characteristic protected by law.

This policy applies to all aspects of employment and to everyone working for or on behalf of Fleet Street Events Ltd.

2. Purpose and Scope

The purpose of this policy is to:

- Ensure that **recruitment, selection, remuneration, training, and promotion** are conducted in a fair and transparent manner.
- Comply with all relevant Irish and EU equality legislation, including the **Employment Equality Acts 1998–2015** and the **Equal Status Acts 2000–2018**.
- Promote a culture of inclusion and equal opportunity at Medley on Fleet Street.

This policy applies to:

- All employees (full-time, part-time, fixed-term, and temporary)
- Applicants and candidates
- Contractors, agency workers, volunteers, and interns

3. Policy Commitments

3.1 Recruitment and Selection

- Job descriptions and adverts will focus on **skills, experience, and qualifications**, avoiding discriminatory language.
- Recruitment decisions will be based on **merit, competence, and business needs**.
- Shortlisting and interviewing will be conducted using consistent, objective criteria.



- Reasonable accommodations will be provided for applicants with disabilities.

3.2 Remuneration

- Pay, benefits, and terms of employment will be determined using **objective, non-discriminatory criteria** such as job responsibilities, qualifications, and market benchmarks.
- We are committed to **equal pay for equal work** and will review remuneration practices regularly to eliminate unjustified disparities.

3.3 Training and Development

- All employees will have **equal access to training and professional development** opportunities to enhance their skills and career prospects.
- Training programmes will include **diversity and inclusion awareness** to reinforce understanding and compliance with this policy.

3.4 Promotion and Career Progression

- Promotion decisions will be based on **performance, ability, and potential**, free from bias or discrimination.
- Clear, fair, and transparent criteria will be used to identify and assess candidates for advancement.

3.5 Working Environment

- We will maintain a work environment that is **inclusive, respectful, and free from harassment or bullying**.
- Complaints of discrimination or harassment will be taken seriously and investigated promptly in line with our grievance procedures.

4. Responsibilities

- **Management:** Ensure policy implementation, lead by example, and take action on any breaches.
- **Human Resources / Hiring Managers:** Apply fair practices in recruitment, selection, remuneration, training, and promotion.
- **Employees:** Treat colleagues and customers with dignity and respect and report any concerns.

5. Monitoring and Review



- Fleet Street Events Ltd will **regularly monitor recruitment, pay, training, and promotion** data to ensure compliance with this policy.
 - This policy will be **reviewed annually** and updated as required to reflect changes in law or best practice.
-

6. Communication

- The policy will be **communicated to all staff** and included in induction materials for new employees.
 - It will be made available on the company website (www.medley.ie) and staff noticeboards.
-

7. Sign-Off

This Equal Opportunities Policy is approved and adopted by **Fleet Street Events Ltd.**

Signed,

Andrew Rudd
Founder & CEO



Fleet Street Events Ltd (Medley on Fleet Street)

Date: _____

