

**ISLE OF WIGHT COUNCIL - HIGHWAYS PFI**  
**SCHEDULE 35 – WORKFORCE POLICIES**

## **SCHEDULE 35**

### **Workforce Policies**

This schedule contains the following policies of the Service Provider and/or relevant Service Provider Party:

The Recruitment and Selection Policy which comprises the following documents annexed to this schedule:

- (a) "Recruitment Policy Statement" – Eurovia / Ringway
- (b) "Recruitment and Interviewing Process" – Eurovia / Ringway

The Diversity and Equality Policy, which comprises the following documents annexed to this schedule:

- (a) "Employee Handbook" – Ringway (November 2008)
- (b) "Gender Reassignment Policy" – Eurovia / Ringway (February 2012)
- (c) "Equality Impact Assessment Form" – Eurovia / Ringway
- (d) "Equality Impact Assessment Guidance" – Eurovia / Ringway
- (e) "Equal Opportunity and Diversity Policy Statement and Strategy" – Eurovia / Ringway (February 2012)
- (f) "Equal Opportunity and Diversity Policy" – Eurovia / Ringway (February 2012)
- (g) "Equal and Diversity - Bullying and Harrassment" – Eurovia / Ringway (February 2012)

The Training and Development Policy which comprises the following documents annexed to this schedule:

- (a) "Employee Handbook" – Ringway (November 2008)
- (b) "Training and Development Policy Summary" – Eurovia / Ringway (7 June 2010)

The Human Resources Policy which comprises the following document annexed to this schedule:

- (a) "Employee Handbook" – which policy also forms part of the Service Provider's Diversity and Equality Policy