



Recruitment Policy Statement

Middlesbrough Football Club acknowledges and is committed to being accountable for effective and consistent implementation of safer recruitment procedures. It is Middlesbrough Football Club's policy that line managers are responsible for recruitment in conjunction with the human resources department.

Recruitment will be solely on the basis of the applicant's abilities and individual merit as measured against the criteria for the job. Qualifications, experience, skills, personal and professional competencies will be assessed at the level that is relevant to the job.

The organisation is committed to applying its equal opportunities policy at all stages of recruitment and selection. Shortlisting, interviewing and selection will always be carried out without regard to age, sex, sexual orientation, gender reassignment, disability, marriage/civil partnership, pregnancy and maternity, race, religion/belief.

Any candidate with a disability will not be excluded unless it is clear that the candidate is unable to perform a duty that is intrinsic to the role, having taken into account reasonable adjustments. Reasonable adjustments to the recruitment process will be made to ensure that no applicant is disadvantaged because of his/her disability.