

POLICY 2010

EQUAL OPPORTUNITIES

The Partnership is an equal opportunities employer and it is company policy to:

- ensure that no applicant or current employee receives less favourable treatment on the grounds of gender, marital status, sexual orientation, family circumstances, colour, race, ethnic origin, national origin, disability (physical and mental), political or religious beliefs or age and encompassed within that aim is the express wish that all individuals are to be selected, promoted, trained and treated on the basis of their relevant skills, merits and abilities.
- promote an environment free from discrimination, victimisation and harassment.
- ensure that no applicant or member of staff will be placed at a disadvantage by requirements or conditions that cannot be shown to be necessary for the satisfactory performance of the job.
- recognise that we work in a richly diverse community and understand the strategic importance of achieving a diverse workforce, which reflects that community. We undertake to recruit, develop and retain the most talented people by valuing the varied skills and experiences they bring to us; by investing in their training and development; by treating staff fairly and equitably; by combating harassment and discrimination at work, and by encouraging an honest and open culture which values the differences between us.
- recruit staff under fair and open competition, advertising posts in appropriate media and monitoring the diversity of applicants, taking steps to address any under represented groups.

Implementation, monitoring and review

Nick Lee Evans is the Equal Opportunities Officer and is accountable to the partners (all of whom have a responsibility to ensure that equal opportunities policy is upheld). He is responsible for communicating the policy, deals with all routine enquiries relating to equal opportunities and resolves any problems in respect of the day to day operation of this policy.

The Company's employment, promotion and disciplinary procedures are continuously monitored.

The Company requires all employees to take positive action to ensure that the Equal Opportunities Policy is effective.

All those involved in the recruitment process undertake internal Equal Opportunities training prior to interviewing.

This Policy is reviewed yearly and is published on the Company Intranet.

Complaints

Any member of staff who considers he or she has been treated in a manner contrary to this policy, the Sex Discrimination Act (1975), the Race Relations Act (1976), Equal Pay Act (1970), Disability Discrimination Act (1995), The Employment Regulations (Age) 2006 should follow the Grievance Procedure as set out in their conditions of employment.

Failure to follow this policy could result in disciplinary action as outlined in the Disciplinary and Grievance procedure.

Nicholas Lee Evans
Managing Partner