



equal opportunities policy

The Partnership aims to be an equal opportunities employer and undertakes to apply objective criteria to assess merit.

It aims to ensure that no job applicant or employee receives less favourable treatment on the grounds of race, colour, national or ethnic origins, gender, sexual orientation, marital status, disability, membership or non-membership of a trade union, "spent convictions" of ex-offenders, class, age, political or religious belief.

Selection criteria and procedure will ensure that individuals are recruited, selected, promoted, trained and subject to disciplinary and grievance procedures without discrimination on any of the grounds set out above and that such applicants and employees are treated on the basis solely of their relevant merits and abilities.

In order for this Policy to be effective, the ultimate responsibility for ensuring that its terms are adhered to and implemented lies with the Senior Partner and all Partners are expected to share in this responsibility.

Each manager and all other supervisory staff are required actively to promote equality of opportunity within their own programmes and spheres of responsibility.

Employees should not harass, abuse, victimise or intimidate other employees on any grounds including those of disability, race, gender or sexual orientation. Employees should co-operate with measures introduced by the Partnership to make sure there is equal opportunity and non-discrimination. Employees must not victimise individuals on the grounds that they have made complaints or provided information about discrimination or harassment.

The Partnership will comply with the Commission for Racial Equality's Code of Practice for Employment and all relevant legislation including the Race Relations Act 1976 (as amended), Disability Discrimination Act 1995, Employment Equality (Religion or Belief) Regulations 2003, Employment Equality (Sexual Orientation) Regulations 2003 and Employment Equality (Age) Regulations 2006.

The Partnership will take disciplinary action against employees who are found to infringe its Equal Opportunities Policy.

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This policy was last reviewed and updated in February 2008 and is due for review in February 2009.