

Equal Opportunities Policy



- CTG Consultancy 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 age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation, either directly or by association or perception.
- 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 of the above grounds. 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 relevant legislation as set out in the Equalities Act 2010 and ACAS guidance for employers.
- The Partnership will take disciplinary action against employees who are found to infringe its Equal Opportunities Policy.

A handwritten signature in black ink, appearing to read 'D. Ross', with a long horizontal flourish extending to the right.

David Ross

Senior Partner

24 March 2014

This policy was last reviewed and updated in March 2014 and is due for review in March 2015.