



The Partnership and each of the individual members of the Partnership Consortium is an equal opportunity employer. As such we collectively seek to observe and comply with the Sex Discrimination Act 1975, the Equal Pay Act 1970, the Disability Discrimination Act 1995 and the Mental Health Act 1983, the Race Relations Act 1976, the Race Relations Act (Amendments) Act 2003, the Employment Equality (Sexual Orientation) Regulations 2003, Civil Partnership Act 2004, Employment Equality (Religion or Belief) Regulations 2003, Employment Equality (Age) Regulations 2006.

The Policy

Responsibility for the policy and its effective operation lies with the individual Partners and Consortium members.

In the provision of services and the employment of staff, associates and / or subcontractors, we are committed to promoting equality of opportunity for everyone. The Partnership and Consortium members oppose all forms of unlawful or unfair discrimination and will treat all people equally whether they are directly employed, or seeking or using the services of the consortium. Our aim is to integrate equality of opportunity into everything that the Partnership and Consortium does. To this end, within the framework of the law, we are committed, wherever practicable, to achieving and maintaining a workforce that broadly reflects the make-up of the community in which we operate.

During the course of its activities the Partnership and Consortium will not discriminate against any individual or group, directly or indirectly, on the grounds of age, colour, marital status, ethnic origin, nationality or national origin, responsibility for dependents, trade union activities, religious beliefs, gender, disability, race, sexual orientation, political beliefs, HIV status, resignation, terms and conditions, training and development, dismissals or redundancies.

The Partnership and Consortium will; ensure that the Equal Opportunities Policy is known to all employees and partners; develops initiatives to promote the policy; encourages all partners to seek ways of incorporating equal opportunities during the course of their work; and takes disciplinary action against those who infringe the policy.

This Equal Opportunities Policy is continuous and integral component of the Consortium's working operations.

Monitoring

To ensure that direct or indirect discrimination is not occurring within the Partnership or Consortium, the policy will be regularly monitored and reviewed. If necessary, action will be taken to make changes as a result of the review. If amendments are required to the policy as a result of matters arising or as a result of forthcoming changes to Government Legislation, we seek advice from a specialist advisor.

Provision of Services

In providing services the Partnership and Consortium will; accord with the requirements of the Clients' own Equal Opportunities Policy; ensure that the Consortium and Partners are fully conversant with the Clients' own Equal Opportunities Policy; and promote equality and seek to prevent discrimination.

When undertaking a project we will actively seek and encourage the participation of all sectors of the local population in the design and delivery process. All publicity and consultation material produced by the Consortium will be clear, accurate and informative, and will not contain any inappropriate or discriminatory images. Such material will seek to present good role models and provide positive images and avoid images that reinforce stereotypes. All publicity and consultation material will be written in Plain English, however translation to other languages will be provided to reflect the requirements of Client and local ethnic populations.

When conducting public meetings or workshops the Partnership and Consortium will ensure that adequate arrangements are made to enable and encourage all members of the community to participate. Appropriate information will be provided regarding venue access and facilities.

All written reports will be in Plain English.