

EQUAL OPPORTUNITIES POLICY

Statement of Policy

This policy communicates the commitment of Fanshawe to the promotion of equality of opportunity. It is our policy to provide employment equality to all, irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependants
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or origins)
- Disability
- Sexual orientation
- Age

Fanshawe is opposed to all forms of unlawful and unfair discrimination. All job applicants, employees and others who work for us will be treated fairly and will not be discriminated against on any of the above grounds. Decisions about recruitment, selection, promotion, training or any other matter will be made objectively.

Fanshawe recognises that the provision of equal opportunities in the workplace is not only good practice, but also sound business sense. Our equal opportunities policy will help all those who work for us to develop their potential and the talents and our resources will be utilised to maximise the efficiency of Fanshawe. This policy applies to all who work for Fanshawe.

Equality Commitments

We are committed to:

- Promoting equality of opportunity for all persons
- Promoting a good and harmonious working environment in which all persons are treated with respect
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- Fulfilling all our legal obligations under the equality legislation and associated codes of practice
- Complying with our own equal opportunities policy and associated policies
- Taking lawful affirmative or positive action, where appropriate
- Regarding all breaches of equal opportunities policy as misconduct which could lead to disciplinary proceedings.

Implementation

The Partners have joint responsibility for implementation of this policy and require all employees to abide by it and help create an environment which is its objective. In order to implement this we:

- Communicate the policy to employees, job applicants and relevant others
- Provide training and guidance as appropriate

EQUAL OPPORTUNITIES POLICY

- Ensure that those involved in assessing candidates are trained in nondiscriminatory selection techniques
- Incorporate equal opportunities notices into general communications practices (eg intranet)
- Ensure that adequate resources are made available to fulfil the objectives of the policy

Monitoring and Review

Fanshawe monitors the implementation of the policy and reviews it regularly and if necessary corrective action taken.

Complaints

Employees who believe that they have suffered any form of discrimination, harassment or victimisation are encouraged to raise the matter with one of the Partners. A copy of the grievance procedures form part of the Contract of Employment. All complaints will be dealt with seriously, promptly and confidentially. In addition to internal procedures, employees have the right to pursue complaints to an industrial tribunal or the Fair Employment Tribunal.