



## **Equality & Diversity Policy**

### **Policy and Procedure**

#### ***Introduction & Context***

Stanian Limited has a positive commitment to the principles and practice of equality and diversity in both employment practice and service delivery.

#### ***Employment Practice***

Stanian Limited believes in best practice in equality and diversity on the grounds of good business practice as well as for moral and statutory reasons, and are working to ensure all our activities regarding relationships with Associate Consultants and employees are fair and inclusive, including:

- Recruitment and selection;
- Allocation of work;
- Communications;
- Access to training;
- Promotion;
- All other activities.

Recruitment, training and promotion opportunities will be made as widely available as possible, selection criteria will be entirely related to the job and decisions will be made solely on the basis of merit

We observe as far as possible the Commission for Race Equality's code of practice for employment and welcome people from all sections of the community; we will use positive action where appropriate to encourage a diverse range of applicants. We monitor our activities (in relation to ethnicity, gender, disability, sexual orientation and age group) to ensure the practices we use are working effectively. We will work, as a minimum standard, to the legal requirements laid out in the Sex Discrimination Acts 1975 & 1986, Race Relations Act 1976, Race Relations (Amendment) Act 2000, Disability Discrimination Act 1995, Human Rights Act 1998, the Employment Equality (Sexual Orientation) Regulations 2003, the Gender Recognition Act 2004, Employment Equality (Religion or Belief) Regulations 2003, the Employment Equality (Age) Regulations 2006, and future planned legislation regarding disability and gender.

## Stanian Limited Business Policy: Equality & Diversity Policy



Any form of harassment, victimisation or discrimination is considered a disciplinary offence and will be investigated following our procedures as detailed in our Harassment and Bullying Policy.

### **Service Delivery**

It is expected that the content and delivery of training and/or consultancy services will be anti-discriminatory, encouraging equality of opportunity, access to all and freedom from discriminatory practices. All Associate Consultants and employees will:

- Demonstrate a high level of understanding of and commitment to equality and diversity issues;
- Conduct an impact analysis of all proposed learning and development programmes to ensure compliance with the Race Relations Amendments Act and wider diversity agenda;
- Ensure that all training materials developed and used include a mix of methods, role models and a diverse range of application;
- As far as possible, in partnership with the client, ensure that the diverse needs of participants are met;
- Appropriately challenge discriminatory comments or behaviour by a client, a colleague or a participant;
- Ensure that all interventions take account of the impact of equality issues on that intervention;
- Take reasonable steps to be aware of the legal requirements relating to equality and diversity, and work within them;
- Promote the benefits of equality and diversity best practice within their own work.

The Managing Director has overall responsibility for development, implementation and annual review of the Equality and Diversity Policy.

A handwritten signature in blue ink that reads "S Magtau".

Signed...  
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Managing Director  
Stanian Limited

27<sup>th</sup> August 2009  
Date.....