

## **EQUAL OPPORTUNITIES POLICY**

The aim of this policy is to communicate the commitment of the Partners to the promotion of equality of opportunity within Cass Hayward LLP.

The Company recognises that discrimination exists in society, and is committed to developing and promoting ways of working that ensure that employees and clients are not subjected to direct or indirect discrimination. We wholeheartedly support the principles of equal opportunities in employment and service delivery, and oppose all forms of unlawful or unfair discrimination.

We will uphold all laws relevant to promoting equality and countering discrimination, and are bound by The Equality Act 2010.

It is our policy to provide employment equality to all, irrespective of age, gender or gender reassignment, marriage or civil partnership status, pregnancy/maternity, religious belief or political opinion, disability, race or ethnic origin, nationality or sexual orientation.

The Practice is opposed to all forms of unlawful and unfair discrimination. All full-time and part-time employees and job applicants (actual or potential) will be treated fairly and selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.

The Practice is committed to:

- Preventing any form of direct or indirect discrimination or victimisation;
- Promoting equal opportunities for women and men;
- Securing fair participation irrespective of religious belief;
- Promoting equal opportunities for people with disabilities;
- Promoting equal opportunities for ethnic minorities;
- Promoting a good and harmonious working environment where all men and women are treated with respect and dignity and in which no form of intimidation or harassment will be tolerated;
- Give consideration to adoption of flexible working arrangements where possible and appropriate;
- Fulfilling all legal obligations under the relevant legislation and associated Codes of Practice;

Breaches of our equal opportunity policy and practice will be regarded as misconduct and could lead to disciplinary proceedings.

The Practice will give consideration to the adoption of additional project specific requirements where recruitment/ employment of personnel to meet the needs of a particular project requires conformance to Client or contract specific obligations.

The Company is committed to equality of opportunity in its provision of services. To this end all who approach it for services will be treated fairly and equally. This will be promoted to all stakeholders and expected of all partnering organisations & individuals.

Signed: *Ed Atherton*  
Partner (LLP Member)

Date: 01/04/2019