

EQUAL OPPORTUNITIES STATEMENT

It is our policy and our practise, in accordance with the statutory obligations under the Race Relations Act 1976 and the Disability Discrimination Act 1995, not to treat any one or group of people less favourably than others because of their colour, race, nationality or ethnic origin in relation to decisions related to recruitment, selection, training, promotions, discipline and dismissal and to take all necessary measures to ensure that discrimination against the disabled is avoided in the services we provide or in our rolse as employers.

We observe as far as possible the Commission for Racial Equality's Code of Practice in Employment 1983. Open recruitment methods are employed when the Practice is recruiting staff e.g. through the use of advertisements in the regional and architectural press or via the Practice web site.

It is also the companies policy to comply with the Sex Discrimination Act 1975, the Equal Pay Act 1970, the Employment Equality Regulations 2003 on Religion or Belief and Sexual Orientation, the Employment Equality Regulations 2006 on Age and the Code of Practice for the Elimination of Discrimination in the Field of Employment Against Disabled People or Persons who have had a Disability.

Ian Clarke, Director responsible for personnel issues is available on a day to day basis for staff to approach within a confidential setting should they have any concerns over their treatment by either the management or other staff. Victimisation, discrimination or harrassment on racial grounds are disciplinary offences wthin the Practice.

Ian Clarke, Director, is responsible for the policy and its effective operation. Ian makes regular review of the policy, its procedures and results and actions changes if necessary.

This statement is displayed on the office Notice Board, issued to all employees at commencement of their employment and available on the Practice's web site www.jddk.co.uk.

