



## Swanton Consulting - Equal Opportunities Policy

### PURPOSE

It is the purpose of this Policy: -

- to present the Company's position relative to Race Relations
- to ensure that all personnel understand the company policy
- to ensure all employees understand their and the companies responsibilities under the various statutory obligations under the following:
  - Commission for Racial Equality's Code of Practice in Employment 1983
  - The Sex Discrimination (Gender Reassignment) Regulations 1999
  - Disability Discrimination Act (DDA) 1995
  - Disability Equality Duty 2006
  - Gender Recognition Act 2004
  - Human Rights Act 1998
  - National Minimum Wage Act 1998
  - The Fixed Term Workers (Less Favourable Treatment) Regulations 1999
  - The Equality Act 2010

Note: this replaces:-

- Sex Discrimination Act 1975,
- Race Relations Act 1976 (amended 2000 & 2003)
- Employment Equality (Age) Regulations 2006
- Equal Pay Act 1970 (amended 2004),
- Disability Discrimination Act 1995 (amendment) regulations 2003, Disability Discrimination Act (DDA) 2005 & 2006,
- The Employment Equality (Religion or Belief) Regulations 2003,
- The Employment Equality (Sexual Orientation) Regulations 2003 amended 2007,
- Equality in Employment Regulations (Sexual Orientation),
- The Equality Act 2006 (Gender Equality Duty),
- Age Discrimination Act 2006

### POLICY

It is the policy of Swanton Consulting not to treat people less favorably because of their nationality, ethnic origin, race, gender, disability, sexual orientation, age and religion or belief.

### RESPONSIBILITIES

All Swanton Consulting personnel are responsible for compliance with this company policy. Failure to comply with the policy or any discrimination, harassment, or victimisation may result in disciplinary action

Approved

A handwritten signature in black ink, appearing to read 'Rob Millard', is written over a light blue horizontal line.

Rob Millard BEng (Hons) MSc CEng MICE