



## EQUAL OPPORTUNITIES POLICY

David Tyldesley and Associates seek to create a culture of employment in which people can feel confident of being treated with fairness, dignity and tolerance irrespective of their personal circumstances, background or lifestyle. This applies to employees, sub contractors, clients, professional advisors to the Practice, suppliers and all other persons with whom the Practice may come into contact.

It is therefore our policy to provide employment equality to all irrespective of:

- gender, marital or family status
- religious belief , cultural heritage or political opinion
- disability
- race or ethnic origin
- nationality
- sexual orientation
- age

We are 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, quality of experience and ability.

We are committed to:

- preventing any form of direct or indirect discrimination or victimisation
- promoting equal opportunities for women and men
- 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
- fulfilling all legal obligations under the relevant legislation and associated Codes of Practice

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

This policy is reviewed annually for its adequacy to meet legislative requirements, public expectations, and needs of staff.