

Davidson & Partners Ltd

EQUAL OPPORTUNITIES POLICY

1. Introduction

Davidson & Partners is an equal opportunity employer. The aim of the Company's policy is to ensure that no job applicant, employee, candidate or client receives less favourable treatment than another on the grounds of their sex, colour, racial origin, disability, marital status, sexual orientation or political or religious beliefs.

Davidson & Partners is committed to a programme of action to make this policy fully effective.

2. Purpose of the Statement

Davidson & Partners believes that an equal opportunities statement is a means of increasing the value of its personnel by developing the potential of all its individual employees.

The company policy is that its employment practices should comply fully with the Equality Act 2010, the Equal Pay Act (1970), the Sex Discrimination Act (1975), the Race Relations Act (1976) and the Disability Discrimination Act (1995) as well as other legislation. Although not a public body we will apply to our company the same standards and duties as apply to such bodies under the Race Relations (Amendment) Act 2000. Also as a company we have committed ourselves to adopt and apply the requirements of the EU Directives relating to religion, sexual orientation and age. In so doing we will endeavour to apply the spirit, as well as the letter, of such legislation in relation to all of the nine protected characteristics.

3. Recruitment and Promotion

Appointments and promotions will be based on merit, which may well include a combination of experience and qualifications.

Selection criteria and procedures will be frequently reviewed to ensure that all individuals are selected, promoted and treated on the basis of their relevant merits and abilities. As an integral part of Davidson & Partners recruitment procedures the ethnic background of all applicants is monitored to enable the company to have accurate data about the practical application and effectiveness of its policies.

In its recruitment of employees, Davidson & Partners will seek to eliminate any assumptions, preferences or judgements that do not relate to the potential abilities of individuals to perform the required jobs. Furthermore Davidson & Partners aims to ensure that no job applicant is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

All employees will be given equal opportunity and, where appropriate, identified training, to progress within the organisation.

4. Conditions of Service

Davidson & Partners undertakes not to discriminate unfairly in the operation of its conditions of service. Any benefits and facilities provided by the Company will be offered equally to all groups and individual employees.

5. Responsibility for Implementing this Equal Opportunities/Diversity Statement

All individuals should ensure that their own procedures and practices comply with the provisions of Davidson & Partners equal opportunities statement. The performance and example of our people is crucial in the translation of this statement into improved opportunities for all. In particular, Davidson & Partners expects each of its employee's behaviour to avoid unlawful discrimination, victimisation and acts of sexual or racial harassment.

6. Grievance and Disciplinary Procedure

Any employee who believes they have a grievance in relation to equal opportunities practice should pursue it through Davidson & Partners grievance procedure.

Any allegations against an employee concerning unfair discrimination, victimisation or sexual or racial harassment will be investigated and dealt with under the Company's disciplinary code.

7. Working with clients

Davidson & Partners is committed to maintaining equal opportunities in all its client and candidate dealings. All aspects of assignment work which could affect the employees or contractors of clients must be considered in the light of the client's equal opportunities/diversity policies and in respect of Davidson & Partners own stance and stated values in these matters.

If during the course of an assignment a conflict arises, our employees should bring the matter to the attention of the Davidson & Partners lead Partner who will seek to resolve the matter with the client's representative.