

CEC Equality and Diversity – Policy Statement 2017 - 2018

Cornwall Environmental Consultants Ltd is an Equality and Diversity employer and is committed to the promotion of diversity and the elimination of unfair discrimination on the grounds of (but not restricted to) gender, race, disability, ethnic or national origin, religion, age, marital status, sexual orientation, Trades Union or Staff Organisation membership, political persuasion, employment status and membership of associations.

Cornwall Environmental Consultants implement reasonable adjustments to comply with the Equality Act 2010 and all their buildings meet regulations and requirements relating to this act.

Although these requirements apply to **all employment matters** and are not restricted to recruitment and selection, training and career progression, particular attention is paid to ensuring that all eligible people have equal opportunity for employment and advancement on the basis of their ability, qualifications and suitability for the job.

All staff and volunteers are required to co-operate in the maintenance of our Equality and Diversity policy in all aspects of their work and conduct while on duty. Failure to comply will lead to disciplinary action in accordance with the Trust's & CEC's Disciplinary Policy.

The Equality and Diversity Policy is reviewed on at least an annual basis to ensure compliance with changes in legislation.

The senior staff / Board member responsible for the implementation and monitoring of CEC's Equality and Diversity Policy is **Philip Hills, Director / Consultancy Manager**.

Date of last review: 23rd August 2017

Procedures and documents relating to Equality and Diversity:

- Recruitment Procedure - CEC/150
- Disciplinary and Dismissal Procedure - CEC/165
- Equality and Diversity Policy Monitoring Form

CEC is compliant with the following legislation relating to Equality and Diversity:

Acts of Parliament

Equal Pay Act 1970
Human Rights Act 1998
Civil Partnership Act 2004
Disability Discrimination Act 2005
Equality Act 2010

Regulations

Sex Discrimination (Gender Reassignment) Regulations 1999
Race Relations Act 1976 (Amendment) Regulations 2003
Employment Equality (Religion or Belief) Regulations 2003
Employment Equality (Sexual Orientation) Regulations 2003
Disability Discrimination Act (Amendment) Regulations 2003
Employment Equality (Sex Discrimination) Regulations 2005
Employment Equality (Age) Regulations 2006

Equal and Diversity Statement ends.