



SPECIALIST CONSULTANTS TO THE  
CONSTRUCTION INDUSTRY

## EQUAL OPPORTUNITIES POLICY STATEMENT

“We are committed to ensure the policy of equal treatment of all employees and applications.

We look for all employees of whatever grade or authority to abide by and adhere to this general principle and the requirements of the Codes of Practice issued by the Equal Opportunities Commission and the Commission for Racial Equality.”

CK21 is an engineering and environmental consultancy offering a range of services in all aspects of civil and structural engineering to meet client needs.

All employees are expected to abide by the requirements of the Race Relations Act 1976, Sex Discrimination Act 1975, the Sexual Orientation Regulations, the Religion and Belief Regulations and the Disability Discrimination Act 1995. Specifically, discrimination is prohibited in:

1. treating any individual on the grounds of sex, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation, disability or membership or non-membership of a Trade Union, less favourably than others;
2. expecting an individual solely on the grounds stated in item 1 to comply with requirement(s) for any reason whatsoever related to their employment, which are different to the requirements for others;
3. imposing requirements on an individual which are, in effect, more onerous on that individual than they are on others. For example, this would include applying a condition (which is not warranted by the requirements of the position) which makes it more difficult for members of a particular race or sex to comply than others not of that race or sex;
4. victimisation of an employee or any third party;
5. harassment of an employee or any third party (which for the purposes of this policy, and the actions and sanctions applicable thereto, is regarded as discrimination);

6. any other act, or omission of an act, which, as its effect, places an employee or applicant at a disadvantage against another (or others), purely on the above grounds. Thus, in all disciplinary matters (and in consideration for training, promotion etc) i.e. all instances where those in control of employees are required to make judgements between them, it is essential that merit, experience, skills and temperament are considered as objectively as possible.
7. Any employee who is involved in recruitment, selection, training and promotion, will be provided with training to gain an understanding and appreciation of equal opportunities issues in order to remove unfair or unlawful discrimination.

Any employee found guilty of discrimination will be dealt with as indicated under the Discipline section of the staff handbook.

The Partnership commits itself to the employment of disabled personnel whenever possible, and will treat such employees in aspects of their recruitment and employment in exactly the same manner as other employees, the difficulties of their disablement permitting. Assistance will be given, wherever possible, to ensure that disabled employees are helped in their journeys to and from their place of work, in access to their workplace, by gaining access to facilities on company premises, and in progressing in their career, subject only to the opportunity existing, the applicant's suitability, talent, and wish for it.

We will review and revise this policy at Partners meetings.

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PARTNER 10.09.07