

EQUALITY POLICY

Objective and Scope

- This policy defines the Company's commitment to equality of opportunity.
- It applies to staff employed by CMC Partnership Consultancy Ltd ('CMC') and to all business activities, including the delivery of customer services. The Company also expects its other representatives and partners to demonstrate their commitment to equality of opportunity.
- The Company will use its procurement and contract management procedures to ensure this is communicated and implemented.

The Company notes that discrimination can be made in relation to age, disability, gender reassignment, marriage and civil partnership status, pregnancy and maternity, race (including caste, religion or belief), sex and sexual orientation and that this could be applied through six routes;

1. Direct discrimination - involves treating a person less favourably on any of the above grounds; for example, it is unlawful direct sex discrimination to treat a woman less favourably because she is pregnant, as only women become pregnant.
2. Indirect discrimination - occurs where a policy applies to everybody, but the policy has a disproportionate impact on people with a protected characteristic to their disadvantage, and is not a proportionate method to achieve a legitimate aim.
3. Harassment - defined as 'unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual'. Employees can complain of harassment even if they don't possess the protected characteristic or the harassment is not directed at them, for example if they overhear or are party to a conversation which they find offensive.
4. Victimisation - occurs when a person is treated less favourably than others because that person has made or supported a complaint or raised a grievance under applicable Equality legislation, or because they are suspected of doing so.
5. Associative discrimination - is discrimination against a person because they have an association with someone with a particular protected characteristic. This applies to race, religion or belief, sexual orientation, age, disability, gender reassignment and sex. An example of associative discrimination might be a non-disabled employee who is discriminated against because of action they need to take to care for a disabled dependant.
6. Perceptive discrimination - is discrimination against a person because the discriminator thinks the person possesses that characteristic, even if they do not in fact do so. Perceptive discrimination applies to age, race, religion or belief, sexual orientation, disability, gender reassignment and sex.

Policy Statement

- The Company is committed to promoting equality as an employer and as a service provider.
- It opposes all forms of unlawful discrimination and works to promote a healthy and pleasant working environment for all staff. Staff have a right to work without suffering discrimination.
- The Company is committed to ensuring that all aspects of the company's business activities are managed in a transparent, open and non-discriminatory way and that everyone is treated fairly. This includes recruitment, remuneration, learning and development opportunities, disciplinary issues, performance management and improvement, redundancy procedures, and all other aspects of employment.
- The Company believes that individuals should be treated on their merits and that employment-related decisions should be based on objective criteria.
- Company employees are expected to comply with this policy and to treat people with dignity and without discrimination at all times.
- Employees should request training or further clarification if there is any doubt as to its application.

Dealing with Inappropriate Behaviour

- Breaches of this policy are likely to result in action being taken under the Company's Disciplinary and Dismissal Procedure, up to and including dismissal.
- Employees may also be personally liable for the payment of compensation if it is clearly established that they have unlawfully discriminated against someone.
- In cases of non-compliance by other third party service providers, the Company may revoke their contractual agreements.

Raising Complaints

- If you believe that you are suffering or have suffered from discrimination you can raise the matter informally with the person you believe is responsible, or you may raise the matter formally using the Company's Grievance Procedure.
- If you believe that you may have suffered from harassment then you may also bring a grievance or raise the matter as laid out in the Company's Anti-Bullying and Harassment Policy and associated procedure.

Policy approved by the Senior Leadership Team & Board of Directors, CMC Partnership Consultancy Ltd, October 2018