

## The Anderson's Centre Equal Opportunities Policy

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### 1. Statement of Intent

The Partners and staff of the Anderson's Centre are committed to the principles of equal opportunities and eliminating discrimination in every aspect of the work of the organisation. We strive to ensure no individual or group is treated more or less favourably than others on grounds of

- ethnic origin,
- nationality,
- age,
- social class
- mental or physical ability,
- political belief
- gender,
- marital or sexual status
- sexual orientation,
- race or
- religion.

It is our express intention to comply completely with all legislation related to equal opportunities both to protect the organisation and to ensure that the culture, philosophy and processes within it are free from bias.

### 2. Main Principles

We endeavour to manage all activities of the Anderson's Centre in a way that is free from bias. Those who make decisions regarding appointments to posts and committees, and staff recruitment are aware of this policy and its practical implications for selection and appointments. Data about appointment processes is gathered to assist and help improve those processes.

We will not tolerate acts of unlawful discrimination and all complaints or incidents of such alleged behaviour that are within our remit will be treated with necessary confidentiality and investigated, and appropriate action taken.

These principles are followed throughout the recruitment procedure, with due consideration to the selection criteria, advertising, selection methods, interviews and appointments.

### 3. Review

We will review aspects of this policy as necessary and the whole policy will be reviewed every three years. If you have any concerns about this policy, please contact the Senior Partner Mike Greatham.