

Equality and Diversity Policy

Aim

The Partners of Scott White and Hookins recognise that the UK has a diverse and multi-cultural population and we wish the make-up of our work force to reflect that diversity.

We are committed to building a Practice that makes full use of the talents, skills, experience, and different cultural perspectives available in a diverse society, and where people feel they are respected and valued, and can achieve their potential regardless of disability, age, gender, race, colour, nationality, national or ethnic origins.

We will ensure that:

- no employee receives less favourable treatment, on grounds of disability, age, gender, race, colour, nationality, or ethnic or national origins
- no employee is disadvantaged by any conditions, requirements, provisions, criteria, procedures or practices that cannot be justified on non-gender or non-racial grounds
- no employee is victimised for taking action against any form of discrimination or harassment
- no employee is instructed or put under pressure to discriminate against, or harass, someone on disability, age, gender or racial grounds
- the Practice is free of unwanted conduct that violates the dignity of employees or creates an intimidating, hostile, degrading, offensive or humiliating environment
- opportunities for employment, training and promotion are equally open to all employees
- selection for employment, promotion, transfer and training, and access to benefits, facilities and services, will be fair and equitable, and based solely on merit

Actions

To achieve this aim we will:

- Comply with all relevant Equality Legislation
- Monitor the disabilities, age, gender and ethnic grouping of all job applicants and employees
- Adopt flexible working practices
- Involve and consult our employees
- Provide effective equality and diversity training to all employees and others under our control
- Keep up to date with developments in Equality and Diversity
- Put in place relevant Equality and Diversity procedures
- Provide adequate resources to ensure our policy is implemented
- Ensure all employees are informed of our policy
- Ensure all employees comply with our policy
- Carry out periodic audit and review of our Policy
- Set Equality and Diversity objectives and performance standards

Commitment:

To ensure the above aims and actions we have put in place and will maintain an Equality and Diversity Policy. This Statement is made available to our employees, clients and other interested parties.



John O'Gorman
Partner responsible for Equality and Diversity

1st January 2009

Date of last Review of this Statement

1st January 2010

Date of next Review of this Statement