

Equal Opportunities and Diversity Policy Statement

General Statement of Policy

Clarke Nicholls Marcel is committed to eliminating discrimination and encouraging diversity amongst our workforce so that each employee feels respected and able to give of their best.

The practice acknowledges and promotes the differences between individuals and values a diverse contribution of skills, abilities and experience.

To that end the purpose of this policy is to provide equality and fairness for all in our employment and business operations, and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age.

We oppose all forms of unlawful and unfair discrimination.

It is practice policy to ensure that all members of the public, business partners, and all employees, whether part-time, full-time or temporary, will be treated fairly and with respect.

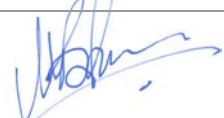
Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.

All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

The Directors will:

- Create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- Provide employees with a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- To make training, development and progression opportunities available to all staff.
- Recognise that equality in all aspects of CNM's activity is good management practice and makes sound business sense.
- Review all our employment practices and operational procedures to ensure fairness.
- Ensure that the practice observes as far as possible all relevant codes of practice and complies with its obligations under current regulations and legislation.

Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.

Signed	Name/Position	Date	Review Date
	Michael Pearce Director	Feb 2014	Jan 2015