

# Equality and Diversity Policy

## Preamble and Application

- 1 This Equality and Diversity Policy is applicable to all work undertaken by *ac/* consulting. "Work undertaken by *ac/* consulting" is defined as any work that is marketed, reported upon or invoiced under the aegis of *ac/*.
- 2 This Policy is not intended to constrain individual Associates in their private practice, although all that is set out here is regarded as good practice and commended to all Associates.

## Policy Statement

- 3 *ac/* is committed to the principle of fair treatment for all our clients and their staff, and for all those with whom we come into contact during our business lives. Although *ac/* as an organisation does not employ any staff, we commit ourselves to operating within the spirit and expectation of all equal opportunities employment legislation, including but not limited to:
  - the Equal Pay Act 1970 (amended 1983)
  - the Sex Discrimination Act 1975 and 1986
  - the Disability Discrimination Acts 1995, 2005
  - the Human Rights Act 1998
  - the Race Relations (Amendment) Act 2000
  - the Employment Equality (Sexual Orientation) Regulations 2003
  - the Employment Equality (Religion or Belief) Regulations 2003
  - the Employment Equality (Age) Regulations 2006.
- 4 We are committed to encouraging and valuing equality and diversity and will ensure that in our dealings with clients we promote a working environment in which all individuals can make their own best contribution. We will ensure that no member of a client organisation or indeed the general public is treated less favourably by us than any other member because of their individual characteristics<sup>1</sup>. We value the varied cultures and traditions within which we work and will ensure that all those we work with are treated fairly and with respect.
- 5 We will not tolerate discrimination in any form.
- 6 We recognise that our duty to our clients extends to ensuring that our advice to them helps them to exercise their legal and moral responsibilities to promote

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<sup>1</sup> Including, but not limited to, age, gender, sexual orientation, ability or different ability, body shape, ethnicity, race, colour, and religion.

equality. When in the course of our work we identify instances where a client or client organisation is in our view not promoting best practice in equality and diversity we will raise the matter in discussion with our client contact.

- 7 We will ensure that we provide opportunities for those we work with to contribute to our work:
  - in the community language of their choice
  - through whatever medium – written, oral, Braille – is most suitable for them
  - with the support of interpreters, facilitators, or note-takers as required.
- 8 Similarly, we will prepare reports in the format(s) and languages that best meet clients' requirements, and will identify what these requirements are at the stage of planning the assignment.
- 9 We will be sympathetic to our clients' needs for supportive environments, time for prayer and reflection, or physical assistance and will ensure we take account of these needs in our interview and other work programmes.
- 10 In instances where we subcontract technical or professional support to third parties on behalf of our clients, we will ensure that our subcontractors are equally committed to equality and diversity, both in policy and in practice.

### **Dissemination and review**

- 11 We will make this policy widely available to clients on request and will regularly seek clients' views on our success in implementing it. We will review our policy and its implementation in the light of these views.

*acl consulting*  
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