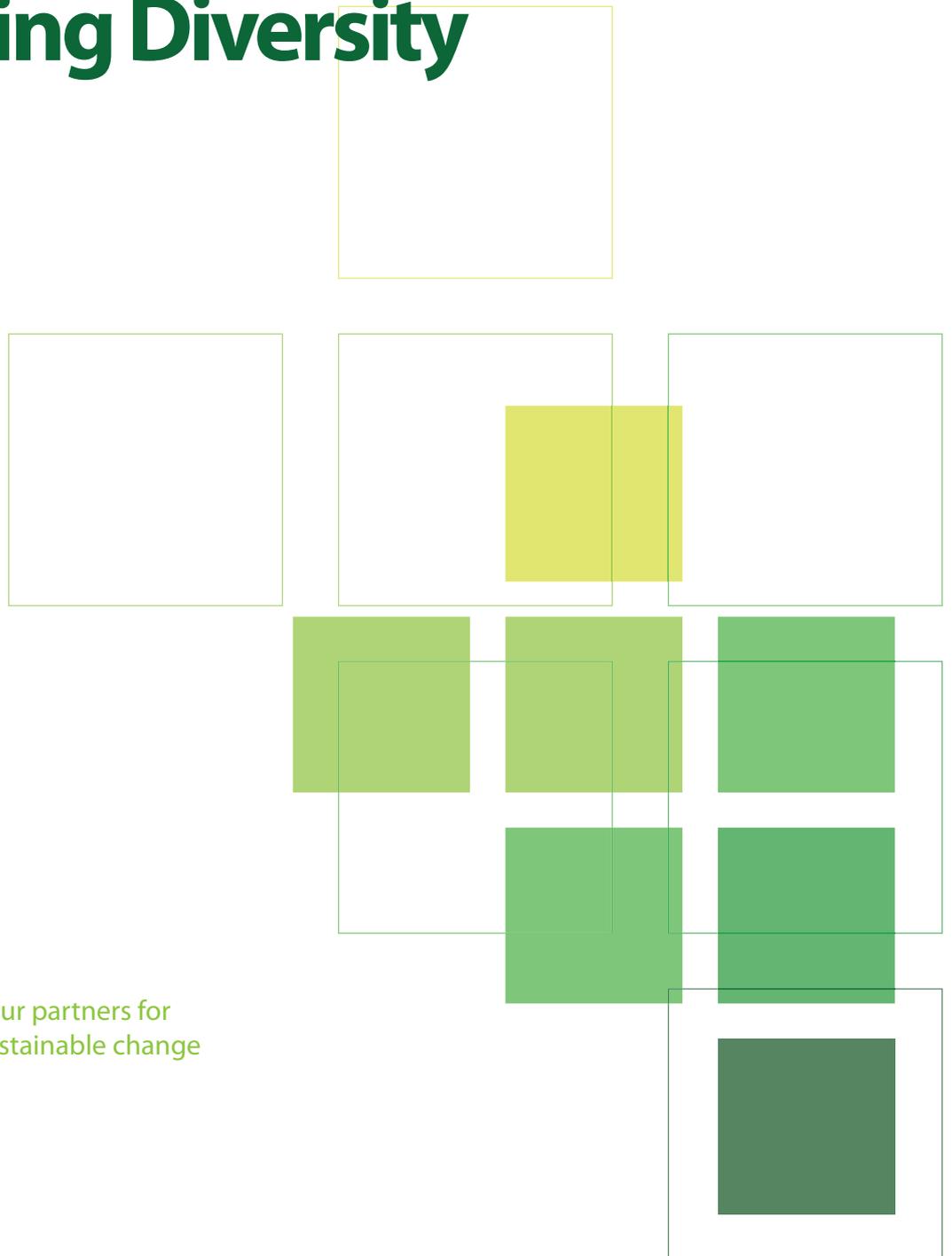


Equal Opportunities & Valuing Diversity



Equal Opportunities & Valuing Diversity

1. Statement of Policy

The Environment and Sustainability Partnership is committed to the promotion of equality of opportunity and prevention of discrimination. We are striving to be an equal opportunity employer. Therefore we will aim to treat all employees and job applicants equally.

It is our policy not to discriminate on the grounds of: race (including colour, ethnicity, nationality or national origin) marital or civil partnership status, sexual orientation, gender (including gender re-assignment), religion or philosophical belief, disability, age, caring responsibilities (including having or not having dependants), spent convictions or any other factors not relevant to our work. We will only discriminate in these areas where required to do so by statutory or regulatory requirements (such as Health & Safety or nationality and or length of residence in the UK in relation to security clearance).

2. Scope

This policy applies to all those who work for (or apply to work for) the organisation. We will also adopt the principles of our equal opportunities and valuing diversity policy in our procurement activities and in working with our customers.

3. Aims and commitments

We are opposed to all forms of unlawful and unfair discrimination. Our policy aims to:

- Ensure all job applicants, employees and others who work for us are treated fairly and will not be discriminated against on any of the above grounds.
- Ensure decisions about recruitment and selection, promotion, training or any other benefit will be made objectively and without unlawful discrimination.
- Help all those who work for us to develop their full potential and the talents and resources of the workforce will be utilised fully to maximise the efficiency of the organisation.
- Help ensure that we work with suppliers and customers who value our principles on equality and diversity

We are committed to:

- Promoting equality of opportunity for all persons
- Promoting a good and harmonious working environment in which all persons are treated with respect
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- Fulfilling all our legal obligations under the equality legislation and associated codes of practice
- Complying with our own equal opportunities policy and associated policies
- Regarding all breaches of equal opportunities policy as misconduct which could lead to disciplinary proceedings.

4. Implementation

The two founding directors of The Environment and Sustainability Partnership are responsible for the implementation of this policy. We expect all our employees and suppliers to abide by the policy and help create the equality environment which is its objective.

In order to implement this policy we shall:

- Communicate the policy to employees, job applicants, customers and suppliers
- Equality training and guidance is provided as appropriate including on induction courses and ensuring that those who are involved in assessing candidates for recruitment or promotion have effective training in non-discriminatory selection techniques
- Obtain commitments from other persons or organisations such as subcontractors or agencies that they too will comply with the policy in their dealings with our organisation and our workforce
- Ensure that reasonable adjustments and adequate resources are made available to fulfil the objectives of the policy.

The Environment & Sustainability Partnership

5. Monitoring and review

We will establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy. The effectiveness of our equal opportunities policy will be reviewed at least annually and action taken as necessary.

6. Complaints

Employees who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter with a Director. All complaints of discrimination will be dealt with seriously, promptly and confidentially. Initially the employee and Director should aim to resolve the matter informally. Where an employee is dissatisfied with the outcome, the complaint is very serious, or the Director is the cause of the complaint, the employee has the right to pursue complaints of discrimination with third parties such as an industrial tribunal. Every effort will be made to ensure that employees who make complaints will not be victimised.

Victimisation will result in disciplinary action and may warrant dismissal.

Date:9 May 2011

Signature:  Ann Stevenson, Director

Signature:  Ed Gmitrowicz, Director