

Shared Practice Equal Opportunities Policy

Shared Practice recognises the strong ethical and practical case for embracing equality and diversity. The company aims to ensure that no-one that it works with receives less favourable treatment from the company on the grounds of colour, race, nationality, ethnic or national origins, religion or philosophical belief, gender or gender identity, marital status, sexual orientation, disability or age.

Shared Practice is committed to equality and diversity and aims to provide sensitive, appropriate and high quality professional services to diverse clients, and recognises the particular challenges faced by some clients, stakeholders, publics and communities. The company strives to promote a positive engagement with equality and diversity issues, including legislation where appropriate, and a commitment to good practice in this area.

Shared Practice does not currently have any employees. The company is staffed only by the two partners, and the company has no plans to expand. It is therefore not an employer in any formal sense. Although not formally covered by the rights and equality laws regarding employment (as it does not formally employ any staff), the company recognises its moral obligation not to discriminate in its general working relationships. It has therefore undertaken to publish this written equal opportunities policy.

Shared Practice does, on occasion, work with additional personnel on specific contracts. These personnel are always independent self-employed contractors (not employed by Shared Practice or any other employers) and are identified on the basis of their merits, abilities and experience. Shared Practice works to ensure that there is no discrimination in the terms and conditions offered to these workers (e.g. all freelancers are paid an agreed day rate depending on the specific contract, and they can work in whatever ways, at whatever location and at whatever times suit them best to ensure the work is completed). The company is also committed to treating all those it works with fairly and respectfully, to promoting equal opportunities, and to protecting those it works with from bullying and harassment.

The company also assures all those it works with that Shared Practice will achieve the appropriate level of the Common Standard for Equalities in Public Procurement following any recruitment which increases the size of the company to five employees or more (as proposed in the Standard). It also undertakes to review this policy, and its specific policies on sex, race and disability discrimination at regular intervals.

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