

Equal Opportunities Policy Statement

- Anthony Keith Architects Limited is an Equal Opportunity Employer.

No Employee or job applicant will be less favourably treated than another on the grounds of:

- age
 - disability
 - gender reassignment
 - pregnancy and maternity
 - race – this includes ethnic or national origins, colour or nationality
 - religion or belief – this includes lack of belief
 - sex
 - sexual orientation
 - marriage and civil partnership
- Anthony Keith Architects Limited will also assist its clients in promoting the above and in fulfilling “their” statutory obligations relating to discrimination in employment or the provision of services in areas affected by services we provide.
 - Appointment to Anthony Keith Architects Limited and promotion within it will be determined solely by merit related to effective performance of the job and the needs of the company.
 - Selection, remuneration, training and transfer of employees of Anthony Keith Architects Limited will be determined solely by merit related to effective performance of the job and the needs of the company.
 - Anthony Keith Architects Limited is committed to make this policy fully effective. To this end, overall responsibility for monitoring the effective work of this policy is vested in Anthony Keith.
 - It is the responsibility of all Anthony Keith Architects Limited employees to accept their personal involvement on ensuring that this policy operates effectively.
 - The Organisation constantly monitors its quality performance and implements improvements when appropriate.
 - Copies of the Equal Opportunities Policy are made available to all members of staff.
 - This Equal Opportunities Policy is regularly reviewed in order to ensure its continuing suitability.
 - The Organisation complies with all relevant statutory and regulatory requirements as detailed below:

The Race Relations Amendment Act 2000:

- It is the policy of Anthony Keith Architects Ltd to comply with our statutory obligations of the aforementioned act or any statutory modification or re-enactment thereof or any other statutory provision relating to discrimination in employment or the provision of services.
- It is the policy of Anthony Keith Architects Ltd to actively assist our clients in fulfilling “their” statutory obligations of the aforementioned act or any statutory modification or re-enactment thereof or any other statutory provision relating to discrimination in employment or the provision of services in areas affected by services we provide.



- The Macpherson report into the death of Stephen Lawrence found institutional racism to be prevalent in some public institutions. Institutional racism was defined as *“the collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in processes, attitudes or behaviour which amounts to discrimination through unwitting prejudice, ignorance, thoughtlessness, and racist stereotyping which disadvantage minority ethnic people.”* The Race Relations Amendment Act 2000 was introduced as an effort to address this.

Disability Discriminations Act 2005:

- It is the policy of Anthony Keith Architects Ltd to comply with our statutory obligations of the aforementioned act or any statutory modification or re-enactment thereof or any other statutory provision relating to discrimination in employment or the provision of services.
- It is the policy of Anthony Keith Architects Ltd to actively assist our clients in fulfilling “their” statutory obligations of the aforementioned act or any statutory modification or re-enactment thereof or any other statutory provision relating to discrimination in employment or the provision of services in areas affected by services we provide.
- The Disability Discrimination Act 2005 (DDA) received Royal Assent on 7th April 2005.
- From December 2005 new laws placed a duty on public bodies to promote disability equality. This affects all public bodies – from local councils to government departments, from universities to hospitals.
- The disability equality duty requires the public sector to actively promote disability equality, and is similar to the duty to promote race equality under the Race Relations (Amendment) Act. This is a positive duty, which builds in disability equality at the beginning of the process, rather than make adjustments at the end. It brings about a shift from a legal framework which relies on individual disabled people complaining about discrimination to one in which the public sector becomes a proactive agent of change.

The Employment Equality (Age) Regulations 2006:

- It is the policy of Anthony Keith Architects Ltd to comply with our statutory obligations of the aforementioned Regulations or any statutory modification or re-enactment thereof or any other statutory provision relating to discrimination in employment or the provision of services.
- It is the policy of Anthony Keith Architects Ltd to actively assist our clients in fulfilling “their” statutory obligations of the aforementioned regulations or any statutory modification or re-enactment thereof or any other statutory provision relating to discrimination in employment or the provision of services in areas affected by services we provide.
- The Employment Equality (Age) Regulations 2006 came into force on 1st October 2006. The Regulations aim to eliminate discrimination helping everyone to have an equal opportunity to work and to develop their skills.

Equality Act 2006:

- It is the policy of Anthony Keith Architects Ltd to comply with our statutory obligations of the aforementioned act or any statutory modification or re-enactment thereof or any other statutory provision relating to discrimination in employment or the provision of services.



- It is the policy of Anthony Keith Architects Ltd to actively assist our clients in fulfilling “their” statutory obligations of the aforementioned act or any statutory modification or re-enactment thereof or any other statutory provision relating to discrimination in employment or the provision of services in areas affected by services we provide.
- The Equality Act created the Equality and Human Rights Commission that became operational from October 2007.
- The 2006 Act is a precursor to the Equality Act 2010.


Equality Act 2010:

- It is the policy of Anthony Keith Architects Ltd to comply with our statutory obligations of the aforementioned act or any statutory modification or re-enactment thereof or any other statutory provision relating to discrimination in employment or the provision of services.
- It is the policy of Anthony Keith Architects Ltd to actively assist our clients in fulfilling “their” statutory obligations of the aforementioned act or any statutory modification or re-enactment thereof or any other statutory provision relating to discrimination in employment or the provision of services in areas affected by services we provide.
- The Equality Act 2010 provides a cross-cutting legislative framework to protect the rights of individuals and advance equality of opportunity for all; to update, simplify and strengthen the previous legislation; and to deliver a simple, modern and accessible framework of discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society.
- The Equality Act 2010 (the Act) replaced the previous anti-discrimination laws with a single Act. It simplified the law, removing inconsistencies and making it easier for people to understand and comply with it. It also strengthens the law in important ways, to help tackle discrimination and inequality. The majority of the Act came into force on 1 October 2010.
- The new Equality Duty replaced the three previous public sector equality duties – for race, disability and gender. The new Equality Duty covers the following protected characteristics:
 - age
 - disability
 - gender reassignment
 - pregnancy and maternity
 - race – this includes ethnic or national origins, colour or nationality
 - religion or belief – this includes lack of belief
 - sex
 - sexual orientation

It also applies to marriage and civil partnership, but only in respect of the requirement to have due regard to the need to eliminate discrimination.

- The new Equality Duty is designed to reduce bureaucracy while ensuring public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all.

This Policy is communicated to all employees, suppliers and sub-contractors and is made available to the public.

Daniel Cogdon: 
Director

Date: 3rd January 2018

