

EQUAL OPPORTUNITIES STATEMENT

GWK Chartered Architects are fully committed to providing a pleasant working environment in which employees are able to maximise their full potential and to contribute to business success, irrespective of their gender, race, nationality, ethnic origin, marital status, disability, religious beliefs, sexual orientation or age.

The Practice is committed to identifying and eliminating discriminatory practices, procedures and attitudes. We believe that all employees are entitled to be treated with dignity and respect while at work and also when representing the Practice in any capacity outside of work and we expect all employees to support this commitment and to assist in all possible ways.

Preventing Discrimination in Employment

- Through in-house training and support, the Practice ensures that all employees receive the necessary guidance to enable them to understand their position in law and the implications of the Practice's Policy.
- Selection/Interview procedures are designed to maximise our commitment to the Equal Opportunities Policy, eg applicant personal details not available to short-listing staff.
- In appointing contractors, suppliers, consultants and other agencies, the Practice is mindful of its commitment to equal opportunities.
- Any complaint regarding, or transgression of the Practice's Equal Opportunities Policy will be dealt with under the Contract of Employment, which gives details of grievance and appeal procedures.
- All employees are informed of the Practice's expected standards of conduct in respect of equality of opportunity at the induction stage of employment.

Monitoring of Policy

The Partners have specific responsibility to ensure that all the Practice's policies are applied and remain relevant.

As such, a quarterly review looks at the effectiveness and adjusts the policy if necessary to bring it up to date or increase its effectiveness.