

Equal opportunities statement

February 2021

The Equality Act 2010 makes it unlawful to discriminate directly or indirectly in recruitment or employment because of age, disability, sex, sexual orientation, gender reassignment, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, or because someone is married or in a civil partnership. These are known as 'protected characteristics'.

It is unlawful for an employer to fail to make reasonable adjustments to its requirements, working practices or the physical features of the workplace where these put a job applicant or employee who is disabled at a substantial disadvantage.

When Anthesis is providing services, goods or facilities, the Company must not discriminate against or harass a member of the public or any other persons. The Company is under a duty to make reasonable adjustments to overcome barriers to using our services caused by disability including the removal, adaptation, or alteration of physical features.

There are some important definitions of the types of unlawful discrimination etc. These are summarised in the following brief working descriptions. These notes are not intended to provide a comprehensive legal definition.

Direct discrimination is where a person is treated less favourably than another because of a protected characteristic.

Indirect discrimination is where a provision, criterion or practice is applied that is discriminatory in relation to individuals who have a relevant protected characteristic compared with people who do not, and it cannot be shown to be a proportionate means of achieving a legitimate aim.

Harassment is where there is unwanted conduct, related to one of the protected characteristics (other than marriage and civil partnership, and pregnancy and maternity which are covered by direct discrimination provisions in the Equality Act 2010) that has the purpose or effect of violating a person's dignity; or is reasonably considered by that person to create an intimidating, hostile, degrading, humiliating or offensive environment. It does not matter whether or not this effect was intended by the person responsible for the conduct.

Victimisation occurs where an employee is subjected to a detriment, because they made or supported a complaint or raised a grievance under the Equality Act 2010, or because they are suspected of doing so. An employee is not protected from victimisation if they acted maliciously or made or supported an untrue complaint in bad faith.

Failure to make reasonable adjustments is where a physical feature or a provision, criterion or practice puts a person who is disabled at a substantial disadvantage compared with someone who does not have that disability and the employer has failed to make reasonable adjustments to enable the disabled person to overcome the disadvantage.

Policy statement

Whilst there is no specific legal requirement that an employer must have an equal opportunities policy, this statement is part of the Anthesis Corporate Social Responsibility (CSR) programme and is accordingly signed-off by the Company Directors. It sets out the Company's commitment to equal opportunities and to avoiding unlawful discrimination and all forms of harassment, bullying or victimisation.

This policy statement will be provided to all Anthesis colleagues and will be placed on the policy section of the Company's HR Information System. The statement will also be published on the Company's website as part of its' CSR suite of policy statements.

Anthesis is committed to providing equal opportunities in employment and to avoiding unlawful discrimination against employed colleagues, commercial partners, and clients. We will strive to avoid unlawful discrimination in all aspects of employment including, for example, recruitment, promotion, opportunities for training, pay and benefits, discipline, and selection for redundancy.

The Company aims to create a work environment that is free from discrimination, where everyone can achieve their potential. Striving to ensure that the work environment is free of harassment, victimisation and bullying and that everyone is treated with dignity and respect is an important aspect of ensuring equal opportunities, diversity, and inclusion in employment, and is a key element of the Anthesis policy.

Anthesis will provide awareness training in equal opportunities and diversity and inclusion to employed colleagues who are likely to be involved in recruitment or other decision-making processes. Such training will address the steps that decision-makers can take to avoid unconscious bias.

Similarly, we will use communication and training inputs to help create a working environment free of harassment, victimisation and bullying. This will include additional training to managers to enable them to deal more effectively with complaints of such conduct or behaviours.

Each employed colleague also needs to play their part in helping the Company to create a work environment that is free from harassment, victimisation and bullying, and where everyone can achieve their potential. Acts, including behaviour and conduct, of discrimination, harassment, victimisation or bullying against employed colleagues or other persons connected with your work with the Company will be treated seriously. They will be dealt with under our disciplinary procedure.

We encourage anyone who believes that they have been discriminated against, harassed or victimised or bullied to come forward. In any of these circumstances you can raise a grievance in accordance with the Company's procedure. Anthesis will take any complaint seriously. You will not be penalised for raising a grievance unless the complaint is made in bad faith.

Practical arrangements

Person and job specifications will be limited to those requirements that are necessary for the effective performance of the job. Candidates for employment or promotion will be assessed objectively against the requirements for the job, taking account of any reasonable adjustments that may be required for candidates with a disability. Disability and personal or home commitments will not form the basis of employment decisions except where necessary.

We will consider any possible indirectly discriminatory effect of our working practices, including the number of hours to be worked, the times at which these are to be worked and the place at which work is to be done. We will refuse requests for variations to working practices only if we have good reasons for doing so, that are unrelated to any protected characteristic. We will comply with our obligations in relation to statutory requests for contract variations and will also make reasonable adjustments to our working practices for individuals with a disability.

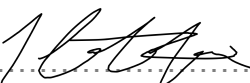
Within the Company's available resources, we will periodically map the ethnic, gender and age composition of the existing workforce and of applicants for a sample of jobs (including promotion), and the number of people with disabilities within these groups. We will use this periodic mapping to inform and guide any appropriate action planning to address any identified problems or issues of concern.

We will not discriminate unlawfully against clients using or seeking to use goods, facilities or services provided by us. If you, as an employed colleague, are subjected to any bullying or harassment by clients, partner organisations, visitors or any other person you come into contact with through your work, please report it to your manager who will take appropriate action.


Anthesis will periodically review this policy to assess its effectiveness. Similarly, the Company will update these arrangements if there are any changes in the law. Any personal data collected as part of the periodic mapping and review activities will be processed and managed in accordance with the Company's data protection and privacy notice arrangements.

Director sign-off

This policy statement was approved on 17th February 2021



Tom Constantine
Director



Charles Noden
Director