

Equal Opportunities and Diversity Policy

TripleAconsult provides advice to clients on a wide range of legislative issues such as Fire Safety, Health & Safety and Disability Discrimination in addition to activities such as the provision of auxiliary aids and business solutions to assist clients to manage the output of Safety Management Systems and assessments.

The Company embraces the diversity of its workforce and expects all those involved to respect their colleague's differences.

TripleAconsult has adopted the following Policy to ensure that equal opportunities and diversity are implemented throughout the work of the Company. The Company operates as a 'virtual' company forming teams with appropriate skills sets for specific programmes or projects. Traditionally, team members are freelance contractors and self-employed consultants.

Diversity and equal opportunities are often regarded as the same thing however there are differences. Valuing diversity is about seeing everyone as individuals, valuing the abilities and skills they can bring to an organization. It is not about seeing people first and foremost in terms of their membership of a particular group. Equality of regard for people is about emphasizing inclusiveness, openness and fairness, offering a positive outlook on the many differences that can affect how people interact and perform with each other in the workplace.

This Policy shall inform TripleAconsult actions and attitudes towards employees, consultants and partners. TripleAconsult recognises that individuals and groups have been and are oppressed on many grounds including gender, race, nationality, colour, ethnic origin, geographical location, sexuality, class, disability, HIV status, Domestic status and responsibilities, religion, politics, age and appearance. TripleAconsult believes that no individual or group should receive less favourable treatment on the above grounds.

The Company believes that the value of an equal opportunities and diversity policy lies not merely in its intention but in its practical delivery. It is important, therefore, that the company also reflects, where possible, its Equal Opportunities and Diversity Policy within all areas of its practice.

TripleAconsult recognises discrimination as being a process of acting unfairly against an individual or group by exclusion, verbal comment, and denigration, failure to appreciate needs or the assumption of such needs without consultation.

TripleAconsult will show its commitment to this policy by:

- ensuring that all recruitment and selection processes will interview all applicants who meet the basic skills criteria irrespective of their age, disability, ethnicity, marital status, convictions, religion or belief and sexual orientation;
- ensuring all advertisements will be individualised to focus on the key criteria required to meet the essentials of the vacancy;
- offering promotional and career development opportunities to existing staff where appropriate;

- providing training to all staff if required;
- taking action against any team member who is found to be breaching this policy in any way;
- monitoring the diversity of its employees, consultants and contractors.

TripleAconsult encourages all its team members to participate in charitable activities by using their day-job skills for a 'better cause'. Examples of participation include:

- sitting on the Board of Trustees for registered charities such as Uganda Sunrise;
- delivering management workshops in Africa;
- assisting in IDP (Internally Displaced Peoples) camps in the war-torn north of Uganda;
- using marketing skills to promote charitable causes, raising awareness and support for worthwhile causes involving children and young people.

It is the responsibility of the Directors to monitor effectiveness and develop where necessary the Equal Opportunities and Diversity Policy. Every member of the company and associate artist practitioner has responsibility for their own compliance. Freelance practitioners are made aware of the policy and their responsibilities in this area.

This Policy will be reviewed annually and amended as considered necessary by and in consultation with company members.

This policy will be made available to all clients and partner organizations by publishing the policy on the TripleAconsult website. All employees, consultants and suppliers will be required to agree to the policy prior to commencement of activities.

Signed & dated

Elsbeth Grant

Owner / Managing Director

Dated:

20th August 2008

Next review date:

20th August 2009

Elsbeth Grant
 20th August 2008