

## Equal opportunities policy statement

The partnership is committed to the principle of equal opportunities in recruitment and employment and declares its opposition to any form of less favourable treatment, whether through direct or indirect discrimination accorded to employees or job applicants, on the grounds of their age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation in line with the protected characteristics of The Equality Act 2010.

The Partnership recognises its obligations under The Equality Act 2010 and are committed to appointing, training, developing, and promoting our people based on merit and ability only.

The following are the kinds of discrimination that are against TB+A Policy:

- + Direct discrimination: treating someone less favourably because of a Protected Characteristic
- + Indirect discrimination: a provision, criterion or practice that applies to everyone but adversely affects people with a particular Protected Characteristic more than others and is not justified
- + Harassment: this includes sexual harassment and other unwanted conduct related to a Protected Characteristic, which has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them
- + Victimisation: retaliation against someone who has complained or has supported someone else's complaint about discrimination or harassment
- + Disability discrimination: this includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability
- + In the employment of our people, TB+A will ensure equality of opportunity for all.

Signed: ..... James Campbell – Managing Partner

Date: ..... 2<sup>nd</sup> January 2026