

Equality and Diversity Policy

KPTA is committed to Equality and Diversity; it is our aim to ensure equality of opportunity and fair treatment to all of our clients, employees and all others that we do business with.

KPTA recognises that we now live in a culturally diverse society.

KPTA acknowledges its legal, moral and social responsibility to work towards being an inclusive organisation.

We are fully committed to develop and implement practices and procedures which will:-

- Provide a fair, consistent, accessible and friendly service.
- Comply with the law on all matters of equality and remove unlawful as well as unfair barriers across all our services and employment practices.
- Adhere to codes of practice and guidance on Equality and Diversity produced by ourselves and all other relevant bodies including the Commission for Racial Equality and the Equal Opportunities Commission and the Disability Rights Commission.
- Encourage partnership working and consultation with all relevant bodies representing the interests of our clients and employees.
- Ensure that no client, employee or job applicant receives less favorable treatment on any grounds, in particular, race ethnic or national origin, colour, creed, religious or political beliefs, gender, sexual orientation, marital status, physical or mental disability or age.
- Ensure that all employment decisions are conducted so that all employees are recruited and promoted on the basis of merit and ability only and that all employees and applicants are treated fairly.
- Ensure that information concerning our clients, employees and any working partners is treated in the strictest confidence and in accordance with data protection.

Signed on behalf of Kay Pilsbury Thomas Architects;



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(Managing Director) 23/05/23