



Equal Opportunities and Diversity

General Statement

1. The purpose of this document is to make clear Chambers' commitment to the principles of Equal Opportunities and Diversity.
2. The policy commits Chambers to eliminating discrimination in its internal policies and practices, its recruitment and casework, and in the provision of services and to ensure that everyone is treated equally irrespective of their actual or perceived gender, colour, race, nationality, ethnic or national origin, marital status, disability, age, sexual orientation or preferences, or religious or political belief.
3. Chambers is concerned to make its facilities fully accessible to persons with disabilities and makes every effort to ensure this
4. All recruitment is conducted by assessing candidates' suitability for identified vacancies by applying objective criteria against job and person specifications.
5. Chambers now monitors all aspects of recruitment, practice development, promotion and training to measure the effectiveness of the Equal Opportunities policy, with a view to altering its procedures if necessary, which Chambers will do.
6. Chambers has a zero tolerance policy towards discrimination. If discrimination is alleged it will be investigated and disciplinary action may be taken against a practitioner, staff member, or any person training or practising in Chambers.
7. Chambers operates a procedure to deal with complaints relating to recruitment, allocation of work, harassment, treatment and services in Chambers. Persons who consider that they are being, or have been, discriminated against should contact the Head of Chambers or the Chief Executive and the matter will be fully investigated.
8. No aspect of Chambers policy detracts in any way from an individual's right to refer a case to a County Court, Employment Tribunal or any other body which deals with the enforcement of the Sex Discrimination Act 1975, the Race Relations Act 1976, the Disability Discrimination Act 1995, or the Human Rights Act 1998 or any other anti-discrimination legislation.