

Diversity and Equality Statement

Squire & Partners is committed to being an equal opportunity employer and strives to always ensure equality of opportunity and the fair treatment of its staff, supporting diversity and inclusivity. It is the Practice's policy to treat all job applicants and employees equally and we expect all employees to treat colleagues fairly and legally and any acts of discrimination, harassment or victimisation by an employee will be treated as a serious disciplinary offence.

As an inclusive practice, we will not unlawfully discriminate on the grounds of age, colour, disability, ethnic or national origin, gender, gender reassignment, marital or civil partnership status, nationality, pregnancy, race, religion or belief, or sexual orientation.

This policy as provided to all employees within our Staff Handbook is to ensure that:

- Our staff can work in an open equal opportunities environment that is free from unlawful discrimination, including harassment and victimisation
- Our staff are treated equally and fairly within each aspect and at each stage of the employment relationship, and have an unhindered opportunity to achieve their full potential
- This policy and the message which it seeks to promote is widely communicated and available to all staff so that no one is in any doubt as to what constitutes unacceptable behaviour within the organisation
- Our office Policies provide a clear understanding of the rights and responsibilities under the policy
- This Policy helps to ensure that the Practice has access to the widest pool of talent and secures the best employees for its needs, opportunities for employment will be open to all suitably qualified candidates.
- The Practice will strive to engage an ability-based workforce which reflects the multi-cultural nature of the Practice's local communities/labour markets
- the Practice will continually monitor and review the effectiveness of this policy and its workplace practices with a view to identifying problems and taking the necessary steps to eradicate unlawful discrimination where it is discovered
- all employees including those in key decision-making areas, will receive equal opportunities training on the effective operation of this policy
- the Practice has in place a clear, efficient, and effective means of addressing concerns regarding equal opportunity matters
- An employee who makes a complaint under this policy in good faith will not be victimised or treated less favourably as a result

We strive to create a working environment that is responsive to different cultures. We are part of several programmes that encourage and enhance diversity both within the practice and the wider industry.

We have well-established links with several local schools and universities supporting educational activities. Our internship and apprenticeship programmes give valuable experience to students from a wide range of backgrounds, and we have strong links with the Stephen Lawrence Trust.

The Diversity and Equality Policy applies equally to the treatment of the Practice's visitors, clients, clients, suppliers, and other business contacts by the Practice's staff. Staff shall not be disadvantaged by any policies, conditions of employment, requirements, provisions, criteria, procedures, or practices which cannot be justified as necessary on operational grounds.

Harassment in any form is not tolerated under any circumstances by the Practice. No employee shall be victimised for taking proper and legitimate action against discrimination or harassment, or instructed or put under pressure to discriminate against, or harass, anyone.

If any member of staff or visitor believes they have not been accorded equal treatment, they should raise the matter immediately with a Director/Partner in the first instance.

Any complaints or allegations regarding potential breaches of this policy by will be treated very seriously and in confidence. Complaints may be investigated by the Practice where it considers this to be appropriate. If you discriminate against or harass any other worker on any of the Prohibited Grounds you will be subject to disciplinary action.