



## **Diversity and Equality Statement**

Our policy at Freedmans Law is to provide equality to all in employment, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion or belief, marital status and social class.

All employees, whether part time, full time or temporary, will be treated fairly and equally. We consider that all our people have a duty and responsibility for the promotion and advancement of this policy and that it is applied across all levels.

We will help and encourage all employees to develop their full potential. The talents and resources of the workforce will be utilised to maximise the efficiency of the organisation. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. We oppose all forms of unlawful and unfair discrimination.

Freedmans Law believes that every employee is entitled to a working environment which promotes dignity and respect for all. No form of intimidation, bullying or harassment will be tolerated. We endeavour to treat everyone - both inside and outside the firm - with attention, courtesy, respect and consideration.

Breaches of our diversity and equality policy will be regarded as misconduct and could lead to disciplinary proceedings

The policy will be monitored and reviewed annually.

Review date: April 2011