

## Diversity & Equality Policy

We want everyone to feel welcome here, making sure everyone has a voice, no matter what their age, gender, race, religion or sexuality.

We are committed to eliminating unlawful discrimination and to promoting equality and diversity within our policies, practices and procedures. This applies to our professional dealings with clients, staff and other parties. This applies to our professional dealings with clients, staff and other parties. The Firm's appointed Equality and Diversity Representative is Nosrat Farahy .

In implementing its equality and diversity policy, the Firm will comply with The Solicitors Regulation Authority Handbook, the Equality Act 2010 and with current and any future anti-discrimination legislation and associated codes of practice and any relevant amendments or re-enactments of such legislation and any relevant amendment to such codes or further codes of practice.

The Firm will treat seriously and will take action where appropriate concerning all complaints of breaches of this policy made by members of the Firm, clients, barristers or other third parties. All complaints will be investigated in accordance with the Firm's grievance, disciplinary and/or complaints procedures and the complainant will be informed of the outcome.

## Equality Act 2010

The **Equality Act 2010** is a key piece of legislation in the UK that consolidates and strengthens protections against discrimination. Its main features include:

- **Protected Characteristics:** The Act protects individuals from discrimination based on specific characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
- **Forms of Discrimination:** It outlines various forms of discrimination, including:
  - **Direct Discrimination:** Treating someone less favourably because of a protected characteristic.
  - **Indirect Discrimination:** Policies or practices that apply to everyone but disadvantage people with a protected characteristic.
  - **Harassment:** Unwanted behaviour related to a protected characteristic that violates someone's dignity or creates an intimidating environment.
  - **Victimization:** Treating someone unfairly because they have complained about discrimination or supported someone else's complaint.
- **Public Sector Equality Duty:** Public authorities must consider how their decisions and policies affect individuals with protected characteristics, promoting equality and reducing discrimination.
- **Employment and Service Delivery:** The Act applies to various contexts, including employment, education, and the provision of services, ensuring fairness and equality in treatment.

If you need more specific information or details about any aspect of these regulations or laws, just let me know!