

Equality & Diversity Policy

Statement of principle

Sage Solicitors' statement of principle on equality and diversity is:

'We are committed to a policy of treating all our employees, workers, clients, suppliers and job applicants equally. This means all will receive equal treatment and will not receive less favourable treatment because of any "protected characteristic", namely:

- age (or perceived age)
- disability (past or present)
- gender reassignment
- marriage or civil partnership status
- race, colour, nationality or ethnic or national origins
- religion or belief
- sex
- sexual orientation
- part-time or fixed term status

We aim to encourage, value and manage diversity and are committed to equality for all. We wish to attain a workforce that is representative of the communities from which it is drawn.

These principles of equality and diversity also apply to the manner in which we treat clients, our business partners and visitors.'

Our Commitment

We will treat our employees, workers, clients, suppliers and job applicants fairly and equally at all times. We will not unlawfully discriminate.

We are generally free to decide whether to accept instructions from any particular client. Where we decide not to accept instructions, this will not be based on any protected characteristics. We will take steps to ensure that we meet the diverse needs of our clients. Where necessary, we will devise procedures to deliver services that meet specific needs arising from clients' ethnic or cultural background, gender, religion or belief, sexual orientation, disabilities, age or other relevant factors. We will do so only where this is permitted by the relevant anti-discrimination legislation.

We will take seriously any complaint of discrimination by or on behalf of a client and act promptly to investigate.

Monitoring And Review

We regularly monitor the effectiveness of this policy to ensure it is working in practice and we will review and update this policy as and when necessary.

Ongoing monitoring and regular analysis of records provide the basis for appropriate action to eliminate unlawful direct and indirect discrimination and promote equality of opportunity.