

20. EQUALITY & DIVERSITY POLICY

A. Statement of Policy

1. We recognise that discrimination is unacceptable and although equality of opportunity has been a long-standing feature of our employment practice and procedure, we have made the decision to adopt a formal equality and diversity policy. Breaches of the policy will lead to disciplinary proceedings and, if appropriate, disciplinary action.
2. The aim of the policy is to ensure that no job applicant, employee worker is discriminated against either directly or indirectly on the grounds of age, disability, gender reassignment, race, colour, religion or belief, sex, sexual orientation, marriage and civil partnership, caring responsibility, pregnancy and maternity.
3. We will ensure that the policy is circulated to any agencies responsible for our recruitment and a copy of the policy will be made available for all employees and made known to all applicants for employment.
4. The policy will be communicated to all private contractors reminding them of the responsibilities towards the equality of opportunity.
5. The policy will be implemented in accordance with the appropriate statutory requirements and full account will be taken of all available guidance and in particular any relevant codes of practice.
6. We will maintain a neutral working environment in which no employee or worker feels under threat or intimidated.
7. Futter Chapman Family Law Solicitors are committed to this Equality & Diversity Policy. While this policy is phrased in general terms the duties which it relates to are described as follows:
 - a) Race Relations (Amendment) Act 2000: Race Equality Duty
The Race Equality Duty is to:
 1. Eliminate unlawful racial discrimination.
 2. Promote equality of opportunity.
 3. Promote good relations between people of different racial groups.
 - b) Disability Discrimination Act 1995 and 2005: Disability Equality Duty.
The Disability Equality Duty is to:
 1. Promote equality of opportunity between disabled people and others.
 2. Eliminate unlawful disability discrimination.
 3. Eliminate disability related harassment.
 4. Promote positive attitudes towards disabled people.
 5. Encourage participation by disabled people in public life.

6. Take steps to take account of people's disabilities even where that involves treating disabled people more favourably than others.
- c) Equality Act 2006: Gender Equality Duty
The Gender Equality Duty is to:
1. Eliminate unlawful discrimination and harassment.
 2. Promote equality of opportunity between woman and men.
- a) The Equality Act 2010
The Equality Act 2010 provides that discrimination can also take place by association, by perception and indirectly.

This policy takes into account all of the Acts referred to above and their aims.