

Equity and Diversity Policy

In this equality and diversity policy, the words 'we', 'our' and 'us' mean Roche Legal Limited a firm trading as Roche Legal. The firm is authorised and regulated by the Solicitors Regulation Authority No. 624200.

Policy Statement

We are committed to encouraging diversity and eliminating discrimination in our role as a provider of legal services and will at all times carry out our role in a way which encourages equality of opportunity and respect for diversity.

We aim to create a culture that respects and values each other's differences, that promotes dignity, equality and diversity, and that encourages individuals to maximise their true potential. We are committed wherever practicable to achieving and maintaining a practice that reflects the community in which we operate.

Purpose

The purpose of this policy is to provide equality and fairness in the provision of our services and not to discriminate on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

All clients will be treated fairly and with respect.

Principles

Roche Legal's commitment to equality and diversity is:

- To ensure that we do not discriminate unlawfully, or victimise or harass anyone in the course of our professional dealings;
- To provide services to clients in a way that respects equality and diversity;
- To make reasonable adjustments to ensure that disabled clients are not placed at substantial disadvantage compared to those who are not disabled, and we will not pass on the costs of these adjustments to disabled clients;

- To approach recruitment, selection, employment, potential partnership, training, conditions of service, promotion, and the selection of counsel and experts in a way that encourages equality of opportunity and respect for diversity;
- To deal with complaints of discrimination promptly, fairly, openly and effectively.

We will endeavour to ensure that our services are sensitive and appropriate to respond to the needs of all groups, wherever practicable.

Grievance & Disciplinary Procedures

We will take seriously any complaint of discrimination and will not victimise people who make such complaints. Please refer to our complaints procedure available on our website or by emailing your request for a copy to rachel@rochelegal.co.uk.

For further information, please refer to the Equality Act (2010), Principle 9 of the SRA's 10 mandatory principles and Chapter 2 of the SRA Code: Equality & Diversity. You can obtain copies of these documents at <http://www.sra.org.uk/handbook/> or on request to us.