



# Equal Opportunities & Diversity Policy

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Resolution Chambers recognises that the provision of equal opportunities in the workplace is not only right as a matter of principle and consistent with our core values, but that it is also good management practice. This policy will help us, and those who work with and for us, to develop our full potential, and thus promotes respect for the individual worth of all people involved with Resolution Chambers.

All applicants for membership, pupillage, employment, and work experience and all others who work with or for us will be treated fairly without discrimination. Decisions about membership, recruitment and selection, promotion, training, pay, disciplinary action and any other matter are made with the goals of this policy in mind.

## Statement of Equal Opportunities and Diversity Policy

Resolution Chambers will avoid discrimination on the grounds of the following “protected characteristics”:

- Age
- Disability
- Gender and gender identity
- Marital or civil partnership status
- Pregnancy or maternity
- Race, colour, nationality, ethnic or national origins
- Religion or belief
- Sex
- Sexual orientation.

Resolution Chambers is opposed to all unlawful or unfair discrimination, including:

- Direct discrimination: i.e., less favourable treatment because of a protected characteristic.

- Indirect discrimination: i.e., the unjustifiable application of an apparently neutral provision, criterion or practice the effect of which is to put a person at a particular disadvantage (for reasons connected with a protected characteristic).
- Discrimination connected with disability: i.e., the unjustified less favourable treatment for a reason related to a person's disability.
- Victimisation: i.e., the subjection of one person by another to a detriment because they have done, or the victimizer believes that the other person has done or may do, a protected act such as making an allegation of discrimination, bringing, or giving evidence in, proceedings relating to acts of discrimination.
- Harassment: i.e., unwanted conduct related to a relevant protected characteristic which has the purpose or effect of violating a person's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for that purpose.
- Bullying i.e., offensive, intimidating, malicious or insulting behaviour or an abuse or misuse of power in each case through means that undermine, humiliate, or threaten the person being bullied.

## Equality Commitments

Resolution Chambers is committed to:

- Promoting equality of opportunity for all persons
- Promoting a good and harmonious working environment in which all persons are treated with respect
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, bullying, harassment and victimisation
- Fulfilling all its legal obligations
- Fulfilling all equality and diversity obligations imposed by the Bar Council and the Bar Code of Conduct
- Taking lawful positive action where appropriate
- Complying with this policy

- Regarding breaches of this policy as potential misconduct which could lead to disciplinary proceedings against members, employees and other workers, or a cessation of service to clients or other service users.

## Implementation

Responsibility for implementation of this policy lies with the Head of Chambers.

In order to implement the policy, Resolution Chambers shall:

- Provide a copy of this policy to all employees, members and pupils
- Publish a copy of this policy on the Chambers' website
- Inform all applicants, students on work experience, contract workers, agency workers and volunteer workers of the existence of this policy and provide a copy of this policy to such persons upon request
- Require all employees, members and trainees to sign an acknowledgement copy of this policy

## Recruitment

Advertisements for membership, employment and traineeship will give sufficiently clear and accurate information to enable potential applicants to assess their own suitability for the post. Information about vacant posts will be provided in such a manner that does not restrict its audience in terms of any protected characteristic.

Resolution Chambers will, where possible, publish the statement set out below on detailed vacancy information for job vacancies, work experience placements, traineeship and membership posted on its website:

“Resolution Chambers strives to be an equal opportunities employer and is committed to diversity amongst its staff and members. We therefore encourage and welcome applications from women, people of minority ethnic origin and people with disabilities, as well as candidates from other groups which are under-represented in the legal sector.”

Recruitment literature will not express or imply preferences linked with protected characteristics except in pursuance of lawful positive action.

Descriptions and specifications for posts will include only those requirements that are reasonably necessary and justifiable for the performance of the job.

## Monitoring and Review

Resolution Chambers will monitor and review systems to assist the effective implementation of this policy.

## Complaints

Anyone to whom this policy applies who believes that s/he has suffered any form of discrimination, harassment or victimisation contrary to this policy, is entitled to raise that concern. Employees, tenants, door tenants, pupils and mini-pupils should contact, in the first instance, the Head of Chambers or, if the Head of Chambers is not reasonably available or if the complaint concerns the Head of Chambers, the next most senior member of Chambers who is available.

All complaints of discrimination, bullying, harassment or victimisation will be treated confidentially, seriously and promptly.