



## EQUAL OPPORTUNITIES AND NON-DISCRIMINATION POLICY

1.1 In the provision of services to solicitors and clients, Guildford Chambers (meaning both tenants, pupils and members of staff) will not discriminate on grounds of race, colour, ethnic or national origin, citizenship, nationality, sex, marital status, sexual orientation, disability, age or religion.

1.2 The policy set out in Paragraph 1.1 above applies and extends to the selection, treatment and conduct of members, pupils and support staff.

1.3 Every tenant and member of staff of Guildford Chambers has a personal responsibility for the implementation of the policy.

1.4 This policy applied to the advertisement of jobs, recruitment and appointment to them, training, conditions of work, pay and to every other aspect of employment.

1.5 Any individual who believes that they may have a complaint about the conduct of a member of Guildford Chambers may use the Chambers' Complaints Procedure (attached) to complain about the alleged discriminatory conduct. Guildford Chambers is concerned to ensure that individuals feel able to raise such a complaint.

1.6 Any member, pupil or employee of Guildford Chambers should use the Chambers' Complaints and Grievance Procedures to complain about any alleged discriminatory conduct. Guildford Chambers is concerned to ensure that every member, pupil or employee feels able to raise such a complaint and no individual will be penalised for raising such a complaint unless it is found to have been untrue and made in bad faith.

2.1 The provision of services referred to in Paragraph 1.1 above covers both the planning of services and the decision whether or not to accept instructions or offer advice.

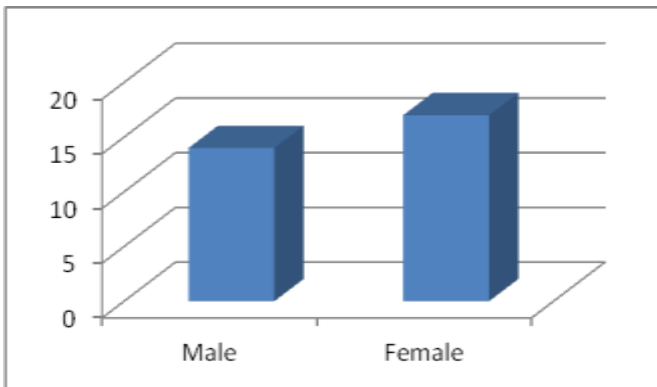
3.1 In respect of this policy, reference should also be made to the Chambers' Harassment policy and the Maternity Policy (for both tenants and staff) which are available at request.

4.1 The Management Committee will be responsible for monitoring any development and changes in legislation and best practice in this area, and accordingly will propose any amendments to policy or procedures of equal opportunities.

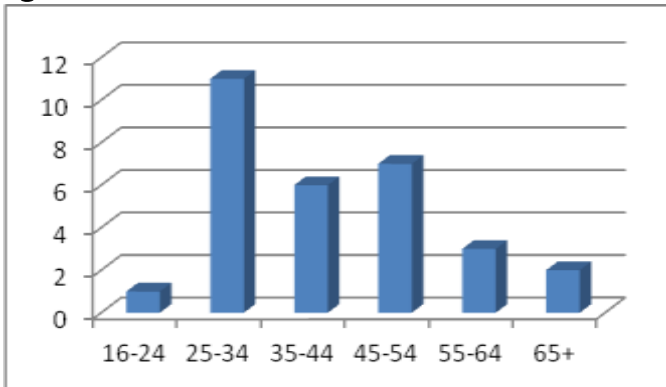


Examples of Guildford Chambers Equality and Diversity Data

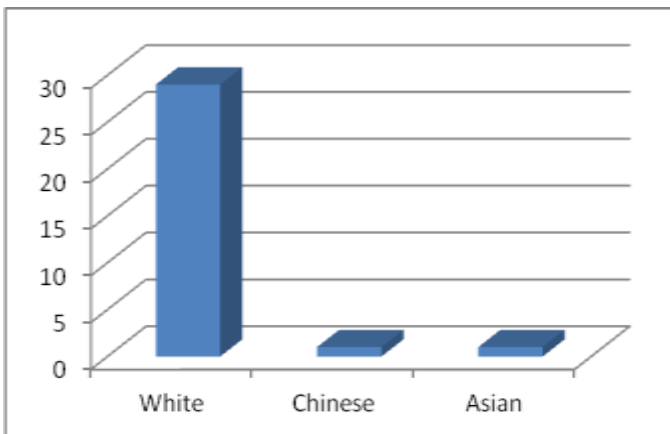
Gender



Age

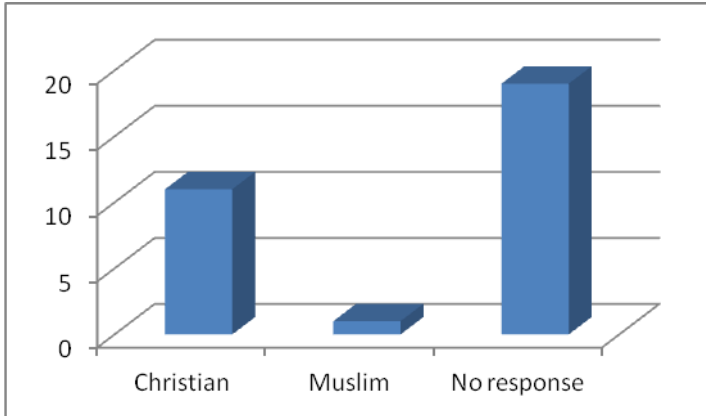


Race

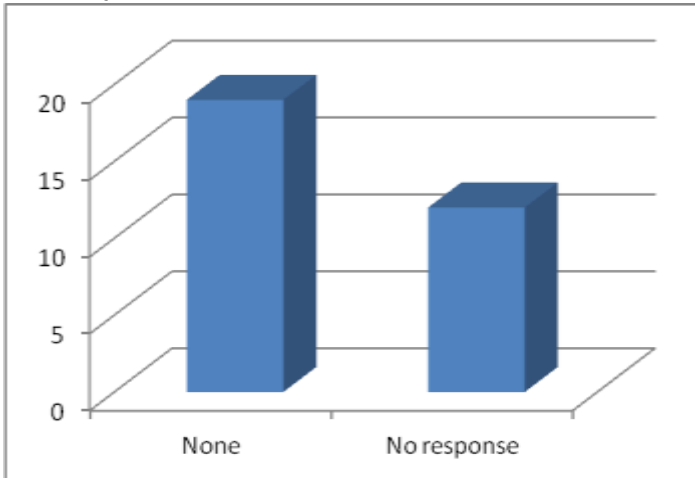




### Religion



### Disability



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