

Commitment to Equality and Diversity

Commitment

We at Tyndallwoods are committed to eliminating unlawful direct or indirect discrimination, harassment and victimisation, and to promoting equality and diversity within our policies, practices and procedures.

We are also committed to promoting equality and diversity within Tyndallwoods. This applies to dealings between our staff and directors, our professional dealings with clients, other solicitors, barristers and other third parties.

We try to treat everyone equally and with the same attention, courtesy and respect regardless of:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race or nationality;
- religion or belief;
- sex;
- sexual orientation.

These are protected characteristics under the Equality Act 2010.

Statutory, Regulatory and Contractual Obligations

We will take all reasonable steps to ensure that we and our staff do not unlawfully directly or indirectly discriminate against, harass, or victimize any individual under the Equality Act 2010 or any other legislation in force relating to discrimination in employment and the provision of goods, facilities or services.

We will also take all reasonable steps to meet our obligations in relation to equality and diversity under the Solicitors Code of Conduct and other Solicitors Regulation Authority guidance by:

- maintaining and enforcing a written policy on equality and diversity in accordance with Rule 6 of the Solicitors Code of Conduct;
- reviewing our written policy on equality and diversity at least annually and in response to any new legislation, or guidance from the SRA, which necessitates a review;
- maintaining an awareness of the diversity within the communities in which we work;
- providing training to all staff in order to ensure all staff are aware of the firms and their own, statutory, regulatory and contractual obligations with regard to equality and diversity and of disciplinary or other action that will be taken in the event that these obligations are not met.

Communicating the Policy and ensuring its implementation

The firm will promote and raise awareness of its policies and procedures for ensuring that our services are accessible for a diverse range of clients:

- to all of its staff and partners, through the provision of training
- to its clients, by making its equality and diversity policy available to all clients

- where appropriate, in the communities in which we work
- by including a statement on our equality and diversity policy on the firm's website

To ensure the Policy is correctly implemented, Tyndallwoods will appoint a designated Equality and Diversity Manager who will be responsible for communicating the firm's policy on equality and diversity. They will, from time to time, receive equality and diversity update training, which they will in turn communicate to all staff and partners.

The Equality and Diversity Manager will provide a first point of contact for staff who may wish to discuss equality and diversity matters, or who may wish to raise a complaint in relation to a breach of the firm's Equality and Diversity Policy.

The Equality and Diversity Manager will also maintain an overview of equality and diversity matters, and will ensure that where equality and diversity issues may arise, or there is a risk that the firm's Equality and Diversity Policy may be breached, the firm's Directors are informed in order that appropriate action can be taken.

The Director responsible for Equality and Diversity issues will be the Managing Director, Martin Dyke.

Meeting Clients Needs

General statement

Tyndallwoods will treat all of its clients equally and fairly and not unlawfully directly or indirectly discriminate against them on the grounds of age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race or nationality; religion or belief; sex; or sexual orientation. The firm will also, wherever possible, take steps to promote equal opportunity in relation to access to the legal services that we provide, taking account of the diversity of the communities that we serve.

Identifying clients' needs

The firm is committed to meeting the diverse needs of clients. We will take particular account of the needs of clients with mental and/or physical disabilities and clients who are unable to communicate effectively in English. We will consider the needs of groups within the communities in which we work, and which access our services and, where necessary devise appropriate policies and/or procedures to meet their needs.

Dealings with third parties

General statement

The firm will not unlawfully directly or indirectly discriminate in dealings with third parties on the grounds of age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race or nationality; religion or belief; sex; or sexual orientation. This applies to dealings with other legal service providers and general procurement.

Dealings with barristers

The firm will instruct barristers on the basis of their skill, experience and ability and not unlawfully directly or indirectly discriminate, or encourage barristers' clerks to unlawfully directly or indirectly discriminate.

Reviewed March 2024