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EQUAL OPPORTUNITIES POLICY

1. Statement of Intent

The National and Executive Committees of the Trainee Solicitors' Group of England of Wales ("TSG") are committed to the principle of equal opportunities including the elimination of discrimination in every aspect of the work of the National and Executive Committees of the TSG.

The TSG strives to ensure that no individual or group is treated more or less favourably than others on grounds of ethnic origin, nationality, age, disability, gender, sexual orientation, race or religion. The TSG aims to enforce this in each and every one of its activities. The TSG aims to treat its members with respect and dignity, and treat them fairly with regards to all activities and procedures, and to give them encouragement to reach their full potential.

The Group aims to treat all its members on the basis of merit and ability alone.

The TSG aims to comply with all legislation related to equal opportunities both to protect the TSG and to ensure that the culture, ethos, processes and services within the organisation are free from bias, as well as the services provided by the Group.

2. Main Principles

Promoting values such as diversity, tolerance, dignity, respect and equality of opportunity should form the core of all individual and organisational action.

The TSG National Committee will endeavour to manage all of the TSG activities in a way that is free from bias. Those who make decisions, those who elect members of the Group for representation, those who carry out activities on behalf of the Group will be required to be aware of this policy and its practical implications.

The National Committee of the TSG will ensure that Executive Officers, National Committee members, Helpline volunteers and staff are aware of this policy and their responsibility to abide by it.

The TSG National Committee shall not tolerate acts of unlawful discrimination and all complaints or incidents of such alleged behaviour that are within our remit will be treated with necessary confidentiality and investigated, and appropriate action taken.

3. Review

The TSG National Committee will review aspects of this policy as and when necessary. If you have any concerns about this policy, please contact Liaison Officer at the TSG offices at the Law Society, 114 Chancery Lane, London WC2A 1PL