

Diversity policy

For us, diversity, equality, respect and inclusion are intrinsic value. What matters is not what we say but what we do and our policy and practice is to treat all members of staff equally. The same goes for all applicants to the firm. Our culture is to be inclusive and responsive to our staff. We actively promote an environment that encourages each individual to reach their personal and professional potential.

We provide equal employment opportunities to all employees and applicants as a matter of both policy and practice. The firm does not discriminate on a basis of sex, race, religion or other philosophical belief, colour, nationality, ethnic or national origin, marital status, sexual orientation or disability.

In addition all policies relating to recruitment, training and development, remuneration and compensation, benefits, promotion, demotion, transfers, disciplinary and severance matters are based solely on the qualifications and general performance of each individual and are administered to ensure equality of opportunity for all categories of employees.

The firm is committed to ensuring that an atmosphere exists which is free from all forms of discrimination. It maintains a strict policy prohibiting harassment of any kind whether verbal, non-verbal or physical. Any behaviour which constitutes harassment based on sex, race, disability, sexual orientation, religion or other philosophical belief, is in direct contravention of the firm's equal opportunities policy and will be treated as gross misconduct under the firm's disciplinary procedure. This policy applies to all employees and partners.

Lawrence Graham is an equal opportunity employer and as such all recruitment processes are designed to ensure that the most suitable candidate is recruited to a position, regardless of sex, race, religion or similar philosophical belief, colour, nationality, ethnic or national origin, marital status, sexual orientation or disability. Any external recruitment, agency or consultancy involved in the recruitment process is required to adhere to this standard.

All partners and employees involved in recruitment or promotion positions are required to attend training. The recruitment of trainee solicitors is an important activity with regards to succession planning and is a good indicator of the firm's ability to attract a diverse workforce.