Equality, Diversity and Inclusion Communications Plan

Introduction

At Nicol Denvir Purnell we understand the importance of actively promoting Equality, Diversity and Inclusion. All members of staff are aware of our obligations under the Equality Act 2010 – not to discriminate on the basis of the protected characteristics. This plan is designed to raise awareness of our Equality, Diversity and Inclusion Policy and to ensure that our services are accessible to all and that in all our dealings with staff, clients and third parties people are treated fairly.

Equality, Diversity, and Inclusion Policy

Our policy is available upon request and is in our Office Manual as well as being published on our website. Joni May Treharne, a partner in the firm, is responsible for updating the policy as and when it is needed. Should you need to make contact with Joni, she can be reached on her direct e mail address which is jonimay@ndplegal.com.

We will ensure, as far as is reasonable, that adjustments are made for anyone with a disability including disabilities that may not be visible. To achieve this, we will proactively ask all clients when they make initial contact with the firm if they need adjustments to be made when accessing our services. We will consider any requests and as far as is reasonably practical, we shall make those adjustments.

We have an easy to navigate website and all members of the firm have positive, helpful attitudes when it comes to dealing with all potential and current clients, including those with a protected characteristic.

Making the public aware

1. We will publish this Communications plan on our website together with our Equality, Diversity and Inclusion Policy.
2. We will refer to our Equality, Diversity and Inclusion Policy in our terms and conditions letters sent to all new clients.
3. We will invite all potential new clients who make contact with the firm to set out any requests for reasonable adjustments to be made which we will actively consider and try to accommodate.
4. We will regularly train all staff on the importance of promoting equality, Diversity and Inclusion.
5. All policies will be highlighted to all new staff members as part of the induction process.

We will review this plan regularly and if necessary, in the light of client feedback, make necessary changes as and when which will be communicated to all staff members.