

Equality, Diversity and Inclusion Charter

Promoting equality, diversity and encouraging inclusion



Equality, Diversity & Inclusion

Our commitment:

At Muckle LLP we understand that equality means the equal treatment of all our people regardless of race, religion, gender, age, disability, ethnicity or sexual orientation. The diversity of our people is key to our success and we will always endeavour to promote the values of equality, diversity and inclusion in all aspects of the firm.

To achieve this, we recognise that we must use our resources and act in a way which enables the inclusion of people from different backgrounds with an emphasis on co-operative working and mutual respect across the firm regardless of the job they do.

Our people are empowered to challenge inappropriate behaviour and will be treated with dignity and respect, while being expected to provide the same treatment to others. This charter is our commitment which will support us to deliver our excellent service model to our clients and provide an inclusive working environment.

Our aims are to:

- Live our values and demonstrate how we promote respect and dignity in the workplace
- Demonstrate effective leadership on ED&I
- Offer opportunities for employment across a diverse workforce at all levels
- Provide an inclusive working environment where team members respect and value each other's diversity
- Ensure effective implementation of statutory, SRA and Law Society obligations
- Provide ED&I training for our team members
- Deliver client services and the excellent service model in a way that promotes ED&I
- Ensure we have robust and accessible policies and procedures that are easily understood and are reviewed for ED&I impact.

