



# GENDER EQUALITY, DIVERSITY AND INCLUSION CHARTER

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**We as signatories to this Charter will treat all individuals and groups of individuals fairly and equally and no less favourably, specific to their needs, in areas of gender, civil status, family status, sexual orientation, religion, age, race, class, disability or membership of the Traveller Community.**

We will:

- Recognise the individual needs of those we employ and support them to develop to their full potential.
- Ensure equal access to opportunities for those we employ.
- Ensure our policies, procedures and processes promote gender equality, diversity and inclusion.
- Carry out our work without bias, in a respectful and non-discriminatory manner.
- Build awareness and understanding of the benefits of promoting gender equality, diversity and inclusion.
- Assign responsibility for meeting the Gender Equality, Diversity and Inclusion Charter commitments to a named senior partner or member of staff.

Signed: *Thomas Norris*

Firm: M.W Keller & Son Solicitors LLP

Dated: 7th September 2020

