

EQUALITY & DIVERSITY POLICY

What we believe in

Gibson Young believe in fairness, equality and, above all, values diversity in all dealings, both as a provider of legal services and an employer of people.

Gibson Young is committed to eliminating discrimination on the basis of gender, age, disability, race, religion, sexuality or social class. We aim to provide accessible services, delivered in a way that respects the needs of each individual and does not exclude anyone. We are committed to treating our clients, suppliers and anyone who has contact with the firm under these principles.

By demonstrating these beliefs, the firm aims to ensure that it develops a workforce that is diverse, non-discriminatory and appropriate to deliver legal services. The firm will strive to embed its equality and diversity values into every day practice, policies and procedures so that equality and diversity becomes the norm for all.

Equality is not about treating everyone the same, it is about ensuring that access to opportunities is available to all by taking account of differing needs and capabilities.

Diversity is about recognising and valuing differences through inclusion, regardless of age, disability, gender, racial origin, religion, belief, sexual orientation, commitments outside work, part-time work, perspectives, opinions and personal values etc.

The point of contact for the firm for any enquiries relating to Equality and Diversity is Lucie Young, Managing Partner.

Reviewed 2019