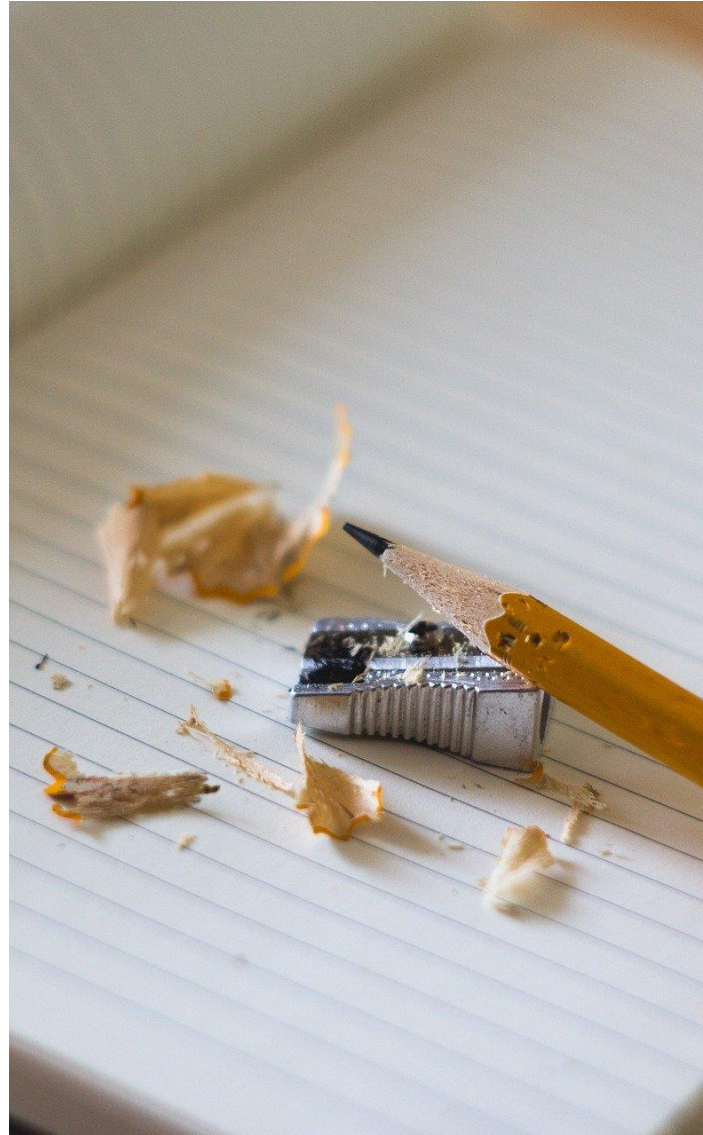

Equality and Diversity Statement



26 April 2019

Costs Lawyer Standards Board

CLSB
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Introduction

The CLSB considers equality to mean removing barriers, eliminating discrimination and ensuring equal opportunities and access for all. It considers diversity to mean celebrating difference and valuing everyone's contribution.

The CLSB acknowledges that equality and diversity are not interchangeable but interdependent. There can be no equality of opportunity if difference is not valued and harnessed.

The Equality Act 2010

In line with the Equality Act 2010, the CLSB is dedicated to creating a working and regulatory culture in which diversity is recognised and valued; equality of opportunity is promoted actively; and unlawful discrimination, victimisation and harassment are not tolerated.

As a regulator

In exercising its regulatory functions, the CLSB will seek to ensure that no individual or group with a protected characteristic is discriminated against because of that characteristic.

As an employer

As an employer, the CLSB will seek to ensure that no applicant, employee or group with a protected characteristic, is discriminated against in recruitment, appointment, appointment terms and conditions, promotion, training or benefits because of that characteristic.

Review

CLSB policy and guidance to the profession on equality and diversity will be updated as legislative and regulatory requirements are revised, in light of lessons learned and in view of any good practice identified.