



## **Inclusive Recruitment Statement**

At Colin Biggers & Paisley our aim is to be recognised as a leading promoter of inclusion and diversity in the legal profession. We believe in a gender balanced, diverse workforce and culture that is inclusive of everyone. We also believe that promoting and strengthening equality, diversity and inclusion allows us to build effective teams for our clients and deliver the highest quality service.

We support and encourage our people to bring their whole selves to work each day. Our initiatives include:

- Resource Streams - Gender & Flexibility, LGBTQ, Culture and religion, People with Disabilities, and Age and Generation.
- Reconciliation Action Plan - creating opportunities for Aboriginal and Torres Strait Island peoples.

"Diversity" to us means diversity in gender, age, ethnicity, religion, sexual orientation and ability. "Inclusion" to us means inclusion for all. We are committed to promoting a truly diverse workforce and culture, that is inclusive of everyone and gives all our people the opportunity to build and advance their career in a way that is aligned with our core values: balance, respect, loyalty and integrity.

We welcome and support applications from all candidates, including those seeking part time work, those wanting a flexible working arrangement to balance, family and personal responsibilities, Aboriginal and Torres Strait Islander peoples, candidates with a disability, and LGBTQ applicants. This all forms part of our application and recruitment process.

For queries on the application and recruitment process, or further information on how the practice supports inclusive and diversity, please feel free to contact Tori Luxford, National Talent Acquisition Manager, [tori.luxford@cbp.com.au](mailto:tori.luxford@cbp.com.au) or Julia Paino, HR Manager, [Julia.paino@cbp.com.au](mailto:Julia.paino@cbp.com.au). Both Tori and Julia have been trained in LGBTQ awareness, including Transgender support. We also have a LGBTQ Resource Stream who are trained in LGBTQ awareness that can assist with support during the recruitment process.

Please more information, please refer to our [Inclusion and Diversity page](#).