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**AN OUTLINE OF THE FIRM**

DPG is a legal aid firm known for high profile civil liberties & human rights litigation. We do cases that we think matter, and which make a difference either to groups or individuals. We have a supportive and friendly team of staff committed to the work we do and to making the firm a great place to work.

Our aim is to create a financially sustainable firm that enables us to use the law to empower our clients to hold the state & those with power to account for its actions and inactions, to fight for human rights, to challenge discrimination and environmental abuses. We aim to do this by working together as a team in accordance with our values which are central to the work we do.

Our values are:

**• Respect**

**• Fairness and openness**

**• Integrity and honesty**

**• Promoting equal opportunity and empowering each other to fulfil their potential**

**& by having these values, creating a firm that survives and thrives.**

We are committed to making DPG a great place to work and aim to retain our staff. This is a central value for us. We want to employ the best people we can, and therefore positively encourage applications from candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status, or pregnancy and maternity. Likewise, we are keen to encourage applications from disabled people, including using positive action measures provided for under the Equality Act 2010. If you think you may need reasonable adjustments and would like to discuss this before applying, you can speak confidentially to Christina Juman, a partner here who is not involved in this recruitment process; you can contact her directly at [cjuman@dpglaw.co.uk](mailto:cjuman@dpglaw.co.uk). We will also guarantee an interview to any disabled candidate who meets the essential criteria – please complete the relevant section of the diversity questionnaire when applying. Unfortunately, our current London offices are not wheelchair accessible, although we are moving in December to accessible offices.

**THE POST: Discrimination Lawyer Job Reference:** **2021/05/LONSOL**

This vacancy is for someone to work as a lawyer running a caseload of private and public law discrimination cases in the County Court and High Court from our London office. We have a flexible working policy and would be open to part time working for the right candidate. We are looking for a solicitor or barrister who will develop discrimination law at DPG. We have a competitive salary scale which reflects level of expertise.

**Person specification**

**Essential:**

* Experience at successfully running your own caseload involving Discrimination / Equality Act claims.
* Experience of working in a legal aid practice.
* A demonstrable commitment to equality and social justice and the ability to work sympathetically and effectively with a wide variety of clients.
* Proven ability to time-record work effectively.
* Proven ability to meet cost targets.
* Excellent organisational skills, including the ability to manage time efficiently and to work under pressure to meet strict deadlines.
* Ability to type, computer literacy and a willingness to use and to develop skills in the use of information technology. Sufficient numeracy to complete public funding and costing forms.
* Ability to draft documents and letters in plain English.
* Ability to get on with people and be polite under pressure and to work co-operatively as part of a team.
* Ability to use initiative at work, input ideas and help develop the firm.

**Advantageous but not essential:**

* A proven ability to build good working relationships for example with referral agencies, experts, interpreters, and opponents.
* Experience of running a caseload of county court damages cases using the Equality Act.
* Experience of working with DDPOs.
* Familiarity with the legal aid scheme.
* Meeting the LAA Discrimination Supervisor Standard.
* Experience of working with a paralegal / trainee.

**How to apply**

Please complete all parts of the application form below and return to us by:

**Email:** recruitment@dpglaw.co.uk

Please quote the job reference **2021/05/LONSO** in the subject line of your email.

**Closing date:** 4 pm, Wednesday 31st March 2021

Applications received after this time cannot be considered.

**Interviews:** Suitable candidates will be invited to attend a skills test and interview in the week commencing 6th April 2021.

**APPLICATION FORM**

**PLEASE RETURN BY – 4 pm, Wednesday 31st March 2021 to** DPG Recruitment - [recruitment@dpglaw.co.uk](mailto:recruitment@dpglaw.co.uk)

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| --- | --- | --- | --- |
| **Position applied for:** |  | **Job Ref:** |  |

**Employment or volunteering history – in date order most recent first. Please mark Salary box with a “V” for any work that was voluntary/unpaid.**

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| --- | --- | --- | --- | --- | --- |
| **Dates to and from** | **Employer / Organisation** | **Job title and main duties/responsibilities** | **Average Hours worked per week** | **Salary** | **Reason for leaving** |
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**Education/training – please put which school / college / other institution you attended:**

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| **Secondary education:** | | **Qualifications & grade:** |
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| **Higher education:** | **Date completed:** | **Qualifications & grade:** |
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| **Vocational Training:** | **Date completed:** | **Qualifications & grade:** |
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| **Other relevant training, professional qualifications or work-related skills (for example languages, shorthand, etc):** | | |
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| **Are you undertaking any course of study at present? (if so, please give details)** | | |
|  | | |
| **Do you have membership of any professional bodies? (if so, please give details, including any offices held)** | | |
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**It is the Company's policy to verify the qualifications of all successful job applicants and you may be asked at a later stage in the recruitment process for your consent to checks being carried out.**

**WHY YOU FULFIL THE CRITERIA**

Please answer each section with no more than **100** words**.**

**Please say why you think you satisfy each of the criteria below in turn, giving examples where possible. Any experience to which you refer may have been gained in paid employment, voluntary or campaigning work, life experience and/or special interests relevant to the post.**

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| **Essential:** |
| * *Experience at successfully running your own caseload involving Discrimination / Equality Act claims.* |
|  |
| * *Experience of working in a legal aid practice.* |
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| * *A demonstrable commitment to equality and social justice and the ability to work sympathetically and effectively with a wide variety of clients.* |
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| * *Proven ability to time-record work effectively.* |
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| * *Proven ability to meet cost targets.* |
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| * *Excellent organisational skills, including the ability to manage time efficiently and to work under pressure to meet strict deadlines.* |
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| * *Ability to type, computer literacy and a willingness to use and to develop skills in the use of information technology. Sufficient numeracy to complete public funding and costing forms.* |
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| * *Ability to draft documents and letters in plain English.* |
|  |
| * *Ability to get on with people and be polite under pressure and to work co-operatively as part of a team.* |
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| * *Ability to use initiative at work, input ideas and help develop the firm.* |
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**STATEMENT IN SUPPORT OF APPLICATION**

Please say in no more than **500** words why you are applying for this post **and if you have experience in any of the desirable criteria.**

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*BELOW HERE TO BE DETACTED PRIOR TO SHORTLISTING*

**Equal Opportunities Monitoring Form**

Please complete the form online by clicking <https://forms.gle/RuSTGnwnuU14UsSt5>

Once you have completed the form you will be given a confirmation code. Please enter your confirmation code here:

**Personal details**

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| **Surname:** |  |
| **Forenames:** |  |
| **Current address:** |  |
| **Telephone number:** |  |
| **Email:** |  |

**References**

Please give the details of two referees, stating how long you have known them. One has to be your current or most recent employer. References for shortlisted candidates will be taken up before interviews unless you request otherwise.

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| --- | --- |
| **1. Name:** | **2. Name:** |
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| **Address:** | **Address:** |
|  |  |
| **Telephone number:** | **Telephone number:** |
|  |  |
| **Email:** | **Email:** |
|  |  |
| **Occupation:** | **Occupation:** |
|  |  |
| **Time known:** | **Time known:** |
|  |  |
| **May references be taken up before interview?**  YES/NO | **May references be taken up before interview?**  YES/NO |

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| **Other details** | |
| What is the notice required in your present post? |  |
| Is your present post your sole regular employment? |  |
| Are you a British citizen or a national of an Area EU country or Switzerland? |  |
| If not, do you have the right to work in the UK and a current work permit? |  |
| If so, please state the expiry date of your right to work in the UK and/or your work permit. |  |
| Where did you see the advertisement for the post? |  |

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| --- | --- |
| **Disabilities** | |
| **Do you require any special arrangements to be made for your interview on account of a disability?** Please note that this information will not be shared with staff involved in the shortlisting process | Yes/No |
| If "yes", please give brief details that you feel would help us to accommodate your needs during your interview and thus meet our obligations under the Equality Act 2010: | |
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| **Convictions**  Have you ever been convicted of a criminal offence? If so please give details of any unspent convictions. As this post is one covered by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 both spent and unspent convictions must be declared. | Yes/No |
| If "yes", please give details: | |
|  | |
| **Data protection**  Information from this application may be processed for purposes registered by the Employer under the Data Protection Act 2018. Individuals have, on written request [on payment of a fee], the right of access to personal data held about them.  I hereby give my consent to Deighton Pierce Glynn Solicitors processing the data supplied in this application form for the purpose of recruitment and selection.  **Declaration**  I declare that the information given in this application is to the best of my knowledge complete and correct.  **I can confirm that I have completed the Equal Opportunity Form online and have provided the confirmation code on this form.**  **Signature (or type your name here):**  **Date:**  Note: Any false, incomplete or misleading statements may lead to dismissal should this application lead to an offer of employment. | |