



## Equality & Diversity

Brick Court Chambers is a committed advocate of equality and diversity at the Bar. It is our unequivocal policy to treat everyone equally and fairly regardless of their age, disability, gender reassignment, identity or expression, marital or civil partnership status, political persuasion, pregnancy or maternity, race, colour, nationality or ethnic or national origin, religion or belief, sex or gender, sexual orientation or social background.

Some of our initiatives and the projects we are proud to support are set out below.

If you would like to learn more, please contact our Equality and Diversity Officer, [Andrew Henshaw QC](#).

## Equal Opportunities in recruitment and work allocation

Brick Court Chambers is dedicated to achieving equality of opportunity. In accordance with our commitment to treat everyone equally and fairly, we assess candidates for pupillage and tenancy on merit alone. However, we recognise that women, members of ethnic minorities, LGBT+ and those with disabilities are disproportionately under-represented in our areas of practice, including within Chambers. We particularly encourage applications from these groups. For our full Equal Opportunities Policy click [here](#) and for our Equality Procedures click [here](#).

We are committed to offering opportunities for gaining experience and practice development to all pupils and members of Chambers equally without discrimination. For our Equal Access to and Fair Allocation of Work policy please click [here](#).

We are determined to provide a work environment in which all can flourish and in which individuals, clients and the public are treated with dignity and respect. For our Anti-Harassment Policy click [here](#).

Brick Court Chambers takes these commitments very seriously. Equality and diversity training sessions conducted by external advisors are held for all members of chambers and employees involved in pupil selection and assessment, and all employees involved in allocation of work. In addition, specific training in fair selection and recruitment methods has been held for all members of Chambers involved in selecting candidates for interview or interviewing for pupillage or tenancy.

## Parental leave and flexible working policies

Brick Court Chambers is proud to offer a generous parental leave and flexible working policy – please click [here](#).

We consider it important that family and professional life be compatible. Many members of Chambers combine the two with great success. We are particularly proud that all of the female members with children have remained in practice at Brick Court Chambers. We believe that this reflects not only the parental leave policy but also a generally supportive and family-friendly attitude in Chambers.

## Gender equality at the Bar

Brick Court Chambers is committed to promoting the advancement of women in the workplace and at the Bar. We regularly hold women's events for members of chambers and clients that seek to foster a supportive network of female legal professionals.

Members of chambers frequently speak on the issue of gender equality at the Bar, including at the Temple Women's Forum, the International Women's Conference and Cambridge Women in Business. Several members of chambers, including Kelyn Bacon QC, Laura Newton and Emily MacKenzie, act as mentors for women at the Bar through various programmes.

## LGBT+ equality at the Bar

Brick Court Chambers welcomes LGBT+ applicants to Chambers and is proud to have several LGBT+ members of chambers and staff. Chambers is an active supporter and sponsor of Freebar, which promotes LGBT+ equality and inclusion across the Bar. One of our clerks, Alex Southern, spoke at the IBC Conference on behalf of Freebar in November 2017.



Several members of chambers work on cases involving LGBT+ rights, both domestically and abroad (including with the Human Dignity Trust). In 2015, Max Schaefer was included in the Law Society's list of #legalheroes for Pride.



## Race equality

Brick Court Chambers is committed to ensuring equality and inclusion at the Bar regardless of race or ethnicity. Chambers is proud to have members from a variety of racial and ethnic backgrounds at all levels of chambers.

## Disability and Accessibility

It is important to us that barristers and staff with disabilities are able to succeed at Brick Court Chambers and that disabled clients are able to access our services.

Chambers is accessible to people using wheelchairs. We have a step-free accessible entrance from the street and an internal lift to all floors, as well as a wheelchair-accessible toilet.

We also have a hearing loop available.

We would be glad to consider any requests for reasonable adjustments to assist disabled applicants or clients. If you wish to learn more, please contact our Equality and Diversity Officer, [Andrew Henshaw QC](#). For our Reasonable Adjustments Policy please click [here](#).

## Social mobility

Brick Court Chambers believes in the importance and value of assisting students to access the Bar regardless of background.

Chambers regularly offers work experience to students participating in the Bar Council's Social Mobility Placement Scheme. Helen Davies, QC, joint head of chambers, is the Vice Chair of the Inner Temple Outreach Sub-Committee that is responsible for the Inner Temple Pegasus Access and Support Scheme (PASS). Kelyn Bacon QC gives an annual talk as part of the Legal Social Mobility Partnership. Many members of Chambers are actively involved in the Inner Temple Schools Project, Pathways to Law and the National Education Trust Open Day. Each of these initiatives seeks to give high-achieving state school students information about and experience of the Bar.

## Bar Standards Board Equality & Diversity Survey

In accordance with the requirements of the Bar Standards Board ("BSB"), Brick Court Chambers conducts surveys in order to collect and publish equality and diversity data in respect of its workforce (both barristers and non-barristers). These surveys assist chambers in monitoring the success of their equality and diversity policies. Chambers are also required to publish summaries of the data collected, to help provide transparency in recruitment and encourage diversity in the profession. A summary of the data is available [here](#).

### Equality policies

Please visit the links below for our equality and diversity policies:

- [Equal opportunities policy](#)
- [Equality Procedures](#)
- [Anti-harassment policy](#)
- [Parental leave and flexible working policy](#)
- [Equal access/fair allocation of work policy](#)
- [Reasonable adjustments policy](#)
- [Diversity data policy](#)