

## **ANTI-RACIST STATEMENT**

*References to Chambers in this statement include Brick Court Chambers and its service company, Little Essex Street Service Company Ltd. References to employees are to former employees of Brick Court Chambers and current and former employees of Little Essex Street Service Company Ltd, as appropriate.*

1. Brick Court Chambers is committed to being an anti-racist organisation. We strive to take all steps necessary to ensure that our members of Chambers, pupils, mini-pupils, employees and clients are not discriminated against on the basis of their race or ethnic origin<sup>1</sup>. We welcome and celebrate diversity in all of its forms. Diversity, equality of opportunity and inclusion are fundamental to our ambition to recruit and give opportunity to the most promising talent at the Bar and in staff teams.
2. We are committed to creating an environment where members of Chambers, pupils, mini-pupils employees and clients of all ethnic backgrounds can flourish without fear of discrimination or prejudice. We acknowledge that there is much more to be done in this area, especially at the Commercial Bar, and we are keen to bring about lasting change. We believe that this can best be achieved through a culture of honesty, openness to different ideas, and respect.
3. Chambers is committed to the equal treatment of all. The work we do in this area is explained on our website.
  - (1) Our Equality & Diversity Policy sets out Chambers' commitment to equality, diversity and inclusion at the Bar and in Chambers. This includes preventing discrimination, ensuring equality of opportunity for existing and new members of Chambers, pupils, mini-pupils and employees, and promoting diversity and inclusion.

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<sup>1</sup> The EA 2010 states: race can mean your colour, or your nationality (including your citizenship). It can also mean your ethnic or national origins, which may not be the same as your current nationality.

- (2) Our Dignity at Work Policy sets out how we seek to promote and provide a work environment in which everyone is treated with dignity and respect.
  - (3) The policies remind everyone that they have an individual responsibility to ensure that they do not discriminate, including in relation to the allocation of work and workplace culture. To this end, we have commenced a process of equality, inclusivity and anti-harassment and anti-bullying training for members of Chambers and employees. We will continue to pursue this and will make available comprehensive race awareness training to all Members and to our Staff, covering both conscious and unconscious bias.
  - (4) We have a robust approach to preventing all forms of discrimination. For example, we encourage anyone who has a genuine concern that they have witnessed, or have been the victim of, any discrimination to report it to us immediately without fear of detrimental treatment. Everyone should feel able freely to voice concerns about any discriminatory conduct or situation (whether intentional or unintentional).
4. There are a number of actions we are currently taking or will take in the near future to ensure we are anti-racist in everything we do. These include:
- (1) Completing a race equality audit, including a survey, and considering what measures to take in view of the results.
  - (2) Collecting and monitoring data for recruitment and distribution of unallocated work with a view to establishing whether any positive action measures are appropriate to address any under-representation of ethnic groups highlighted.
  - (3) Making comprehensive race awareness available to all our Members and to our Staff.
  - (4) Continuing as a Supporter of the Black Talent Charter.
  - (5) Using the BSB's Anti-Racist Statement and the Bar Council's Taking Action on Equality as guidance documents to implement further measures wherever possible.
5. We will review the initiatives outlined above regularly to ensure they are helping us achieve our goal of addressing racial inequality and will consider whether others should be adopted.
6. Tackling racism and the under-representation of ethnic groups is a self-standing imperative. Chambers' work in addressing social mobility plays a part in achieving equality and diversity more generally, and whilst it can intersect with tackling racial inequalities, the two challenges are not the same. The activities set out below include a number of initiatives connected with improving social mobility. We are aware that the

means for tackling racism and under-representation of ethnic groups include other steps as well.

- (a) In collaboration with a number of other sets, we took the lead in developing an individual mentoring scheme aimed at encouraging people from under-represented groups to pursue careers as barristers. Our commitment to this initiative, which has now been taken over by Combar, is ongoing.
- (b) We have offered and continue to offer work experience regularly to students participating in the Bar Council's Social Mobility Placement Scheme. The scheme seeks to encourage diversity and social mobility in the profession.
- (c) Along with other members of Combar, we also support the Pegasus Access and Support Scheme, which aims to improve access to the profession and to support high achieving students from under-represented backgrounds. We provide placements to candidates recruited through that scheme, and will continue to do so.
- (d) We hold a student Open Day open to students from all universities.
- (e) We support the Young Citizens Mock Trial competitions by providing bursaries or funding and have attended events and provided mentors and judges for competitions.
- (f) We have supported the Bridging the Bar initiative, which aims to improve equality of access to opportunities in the legal profession across all under-represented groups.
- (g) For our centenary year (2021), we raised funds for and worked with the Sutton Trust and IntoUniversity, including hosting a three-day workshop for 14 sixth formers in Chambers about entering the profession. We continue to support the work of the Sutton Trust and IntoUniversity both through fundraising and by hosting workshops, providing mentors and supplying speakers at events and on panels.