

POLICY STATEMENT ON EQUALITY AND DIVERSITY

Introduction

1. Chambers is committed to equality and diversity at the Bar and within Chambers.
2. Chambers ensures that equal opportunities are provided to all members of Chambers, pupils, mini-pupils and employees. This means that all members of Chambers, pupils, mini-pupils and employees will be provided with equal opportunities without regard to:
 - 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
 - social backgroundor any other irrelevant or irrational criteria or circumstance (“improper discrimination”).
3. We remind all members of Chambers, pupils, mini-pupils and employees that the responsibility to ensure that there is no improper discrimination rests not only with Chambers but also with each of you as individuals and claims for discrimination and harassment can be brought against you personally. You must therefore ensure that you do not improperly discriminate or assist others to do so.

Obligations

4. Equal opportunities must be provided without improper discrimination:
 - (a) In recruitment of members of Chambers, pupils, mini-pupils and employees. This includes the arrangements made for selecting members of Chambers, pupils, mini-pupils and employees, and any terms of pupillage or employment provided, and in offering or refusing a person tenancy, pupillage, mini-pupillage or employment. Chambers will ensure that those involved in recruitment and selection complete training in fair recruitment and selection processes;
 - (b) In all dealings with or on behalf of Chambers and members of Chambers, pupils, mini-pupils and employees;
 - (c) In affording access to opportunities for promotion, transfer, and training;
 - (d) In the career development of junior members of Chambers, pupils, and employees;
 - (e) In the terms on which pupillage or employment is offered and in affording access to any benefits, facilities, or services;
 - (f) In ensuring that no individual is victimised for complaining in good faith of improper discrimination or giving evidence about such a complaint;
 - (g) In the manner in which and the reasons for which employees are dismissed;
and
 - (h) In ensuring that members of Chambers, pupils, mini-pupils and employees are not treated unfavourably in any other way.

Policies and monitoring

5. Chambers has a number of more specific policies that aim to secure equality and diversity within Chambers. It is intended that all policies, and their operation, will be regularly reviewed. These policies are:
 - (a) Equal Access to and Fair Allocation of Work policy
 - (b) Anti-Harassment Policy
 - (c) Parental Leave and Flexible Working Policy
 - (d) Reasonable Adjustments Policy
6. Chambers also engages in equality monitoring, as required by the BSB. More information about this is contained in Chambers' Diversity Data policy statement.

Equality and Diversity Officer

7. Chambers has an Equality and Diversity Officer, who is currently Andrew Henshaw Q.C..

Enforcement

8. All members of Chambers, pupils, mini-pupils and employees are required to comply with this policy. Failure to do so will result in the implementation of the disciplinary procedures (as set out in the Chambers' Equality Procedures).

Complaints, grievances and issues about equality and diversity

9. If at any time during your membership of, pupillage at, mini-pupillage at or employment by Chambers you wish to raise any equality or diversity issue, or you believe that this Policy Statement or any other Chambers' equality and diversity policy is being or has been violated by any person, in any manner, we ask that you:

- (a) If appropriate, speak to the person involved directly and ask them to stop their particular conduct;
 - (b) Raise it with the Chambers' Equality and Diversity Officer (who is currently Andrew Henshaw Q.C.); or
 - (c) Otherwise contact the Head(s) of Chambers.
10. If appropriate, the Chambers' Equality Procedures will apply to any complaint, grievance or issue that is raised under this Policy Statement or any other Chambers equality and diversity policy. The Equality Procedures will also apply to any grievance or complaint about the implementation of this Policy Statement.

Reviewing this policy statement and its effectiveness

11. The Chambers' Equality and Diversity Officer is responsible for monitoring the effectiveness of this policy. It is intended that this policy, and its operation, should be regularly reviewed.
12. This document shall be available on the website.

Brick Court Chambers

Approved by Executive Committee 4 December 2017