

## **EQUAL OPPORTUNITIES POLICY**

### **Introduction**

1. Chambers is committed to ensuring that equal opportunities are provided to all members of Chambers, pupils, and employees. This means that all members of Chambers, pupils, and employees will be provided with equal opportunities without regard to race, colour, nationality, ethnic or national origin, sex or marital status, sexual orientation, disability, religious belief, age or any other unlawful criteria or circumstance (“unlawful discrimination”).
2. We remind all members of Chambers and pupils that the responsibility to ensure that there is no unlawful 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 unlawfully discriminate or assist others to do so.

### **Obligations**

3. Equal opportunities must be provided without unlawful discrimination:
  - (a) In recruitment of members of Chambers, pupils, and employees. This includes the arrangements made for selecting members of Chambers, pupils, and employees, and any terms of pupillage or employment provided, and in offering or refusing a person tenancy, pupillage, or employment;
  - (b) In all dealings with or on behalf of Chambers and members of Chambers, 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 unlawful 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, and employees are not treated unfavourably in any other way.

### **Enforcement**

- 4. All members of Chambers and pupils 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).

### **Obligation of Members of Chambers and Pupils**

- 5. If at any time during your membership of, or pupillage at, Chambers you believe that this policy is being or has been violated by any person, in any manner, we ask that you:
  - (a) First speak to the person involved directly and ask them to stop their particular conduct;
  - (b) Raise it with the Chambers' Equal Opportunities Officer (who is currently Andrew Henshaw). The Chambers' Equality Procedures will apply to any grievance or complaint about the implementation of this policy; or

(c) Otherwise contact the Head(s) of Chambers.

6. The Chambers' Equal Opportunities Officer is responsible for monitoring the effectiveness of this policy. It is intended that this policy, and its operation, should be regularly reviewed.

*Approved by the Executive Committee on 21 September 2009*

*Reviewed February 2013*