

BRICK COURT CHAMBERS

B A R R I S T E R S

7-8 Essex Street • London • WC2R 3LD
Tel: 020 7379 3550 • Fax 020 7379 3558 • LDE 302

MATERNITY, PATERNITY, AND FLEXIBLE WORKING POLICY

Maternity Leave

1. A member of Chambers who gives birth or is expecting to give birth to a child may take a period of maternity leave of up to 9 months (beginning on, or on a date of her choosing before, the date of childbirth) during which she is not practising from Chambers but is entitled to retain her room in Chambers without liability for rent or rates.
2. A member of Chambers who takes any period of maternity leave (or longer absence after giving birth to a child) will remain liable to contribute to Chambers' expenses assessed each quarter in the usual way (i.e. as a percentage of her receipts during the quarter), save that:
 - (a) On commencing a period of maternity leave, a member of Chambers may cancel any standing order for payments on account of Chambers' expenses. She will be expected to arrange a new standing order within 6 months of resuming her practice from Chambers in an amount to be determined by the Treasurer commensurate with her anticipated liability for Chambers' expenses; and
 - (b) On resuming her practice from Chambers following a period of maternity leave (or any longer absence), a member of Chambers is entitled to a credit of £5,000 against her liability for Chambers' expenses; the credit will be applied to the next quarterly bill and any subsequent quarterly bills until it is exhausted.

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3. If a member of Chambers does not resume her practice from Chambers at the end of a period of maternity leave, she is entitled to remain a member of Chambers for a guaranteed period of 3 years from the date when she began her maternity leave on terms that:
 - (a) While she is not practising from Chambers, she will have no liability for rent or rates and no right to a room in Chambers; and
 - (b) She may at any time resume practice from Chambers and a room or the use of a room will then be made available to her, upon giving at least one month's notice to the Head(s) of Chambers.

If a member of Chambers wishes to remain a member and/or resume practice from Chambers after the end of the guaranteed period, she must apply to Chambers.

4. The policy in paragraphs 1-3 above applies equally to any member of Chambers (male or female) who adopts or otherwise assumes parental responsibility for a child and becomes the principal carer of that child, with the date of assuming parental responsibility substituted for the date of childbirth.

Paternity Leave

5. A member of Chambers whose partner gives birth to a child may take a period of paternity leave of between two weeks and one month (ending on a date no later than six months after the date of childbirth) during which he is not practising from Chambers but is entitled to retain his room in Chambers without liability for rent or rates.
6. The policy in paragraph 5 above applies equally to any member of Chambers (male or female) whose partner becomes the principal carer of a child (e.g. as a result of

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adoption) for which the member of Chambers also assumes parental responsibility, with the date of assuming parental responsibility substituted for the date of childbirth.

Flexible Working

7. It is the policy of Chambers to make all reasonable efforts to assist any member of Chambers who has parental responsibility for a child and who takes time away or elects to work flexible hours or part-time or partly from home for the purpose of caring for that child. Such assistance may include a waiver or reduction of the member's liability for rent and rates and/or Chambers' expenses. Any financial arrangement made will depend upon the circumstances of the individual case, and will be decided by the Head(s) of Chambers with the approval of the Executive Committee.

Grievances and Review

8. If in a particular case there is potential for financial hardship in connection with taking a period of maternity or paternity leave, a member of Chambers may request that a different financial arrangement from that set out in this policy be made. Any such arrangement will be decided by the Head(s) of Chambers with the approval of the Executive Committee.
9. If a member of Chambers has a query or concern about this policy or its application, he or she should raise it with the Chambers' Equal Opportunities Officer (who is currently Richard Slade). The Chambers' Equality Procedures will apply to any grievance or complaint about the implementation of this policy or the treatment of any member of Chambers in any matter which relates to the impact of parental or childcare responsibilities on his or her membership of or practice from Chambers.

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10. 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.

Reviewed on 14 September 2009

Approved by the Executive Committee on 21 September 2009