

ACTION PLAN FOR DIVERSITY AND EQUALITY IN CHAMBERS

1. The BSB requires all Chambers to have an action plan on implementing and monitoring appropriate protocols to ensure compliance with regulations and a fair working environment, free from discrimination and preferential treatment on prohibited grounds.
2. Action plans should state the action to be taken, and include a summary of the evidence base in support. A named individual shall have responsibility for ensuring progress (namely the diversity data collection officer). A deadline for the outcome to be achieved is to be identified. Updates on progress are recorded.
3. The BSB does not identify how Chambers, with very different set ups should approach fairness of distribution of work but requires monitoring all the same. Our Chambers does not keep central records of barrister's incomes except where information is disclosed by barristers. Barristers may therefore need to provide more information for Chambers to be compliant.
4. Chambers has an equal opportunities and diversity policy, which incorporates an anti-harassment policy. All new members and current members are made aware of the policy's existence. Copies are available for download from our website. There is a clear mechanism in Chambers to raise concerns and for staff and barristers to be disciplined.
5. Chambers ethos is one of inclusiveness and warmth to all, whatever their personal circumstances.
6. Chambers has an Equality and Diversity Officer, who is also the Diversity Data Collection Officer, who is responsible for undertaking monitoring and implementing change, where needed, and making

recommendations to Chambers. The Head of Chambers will seek to implement changes, where feasible, to reflect the diverse workforce in Chambers.

7. Barristers will be encouraged to go on a diversity course every three years.
8. Reporting of concerns informal and formal to be available. The Head of Chambers or Deputy Head of Chambers should be contacted.
9. Data monitoring will be dependent on gaining consent from staff. The data will be used to analyse how well chambers is doing and what changes can be put in place to promote diversity and diversity of opportunity.
10. The Head of Chambers will monitor workloads, income and distribution of work. Fair distribution of work will include the nature and type of work, the specialism, including breadth and depth.
11. The approach that the barrister has taken to assist Chambers in the promotion of their own practice will also be relevant when it comes to an assessment of what is fair distribution.

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Document in force from 2012.