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**Equality and Diversity Policy**

**Regulatory Requirements**

1. Rules rC110 (1) and (2) of the Bar Standards Board Handbook (“the Handbook”) require that self- employed barristers must take reasonable steps to ensure that their chambers has in force a written statement of policy on equality and diversity (E&D) and that there is in force a written plan implementing the policy.
2. Rule rC110(3)(e) requires that each chambers conducts a regular review of its policy and its implementation in order to ensure that it complies with the requirements of Rule C110, and takes any appropriate remedial action identified.
3. Guidance on the “reasonable steps” required of individual barristers is contained in the BSB Handbook Equality Rules.
4. The BSB Handbook Equality Rules (“the Equality Rules”) describe the legal requirements, regulatory requirements and guidance for E&D matters and should be referred to by anyone in Chambers dealing with such matters.

**Application**

1. This policy applies to all Members of Chambers, Pupils, Mini-pupils, work-experience students and employees or temporary staff engaged by 2 New Street Chambers. The Policy will be published on Chamber’s website, will be brought to the attention of anyone joining Chambers and will be provided on request.

**Commitment**

1. 2 New Street Chambers is committed to the implementation and promotion of equality and diversity principles and equal opportunities. it recognises the importance of the Bar being seen to be fair and non-discriminatory and to be open to all, regardless of social, economic or educational background or circumstances.
2. Underlying this policy is our intention that every individual should be accorded equal and fair opportunity and respect and be judged on merit and ability alone, free from judgments or treatment based on prejudice or assumptions of collective characteristics.
3. 2 New Street Chambers is committed to ensuring an absence of direct or indirect discrimination, discrimination arising from disability, harassment and victimisation. In particular, New Street Chambers is committed to ensuring the absence of any discrimination on the grounds of race, sex, disability, pregnancy and maternity, sexual orientation, marital or civil partnership, gender re-assignment, religion or belief, or age. This commitment applies in all aspects of chambers’ work, including the recruitment of pupils, tenants and staff and the treatment of lay and professional clients.
4. All members of chambers shall comply the Code of Conduct, which provides as follows:

*‘305.1 A barrister must not, in his or her professional practice, discriminate unlawfully against, victimise or harass any other person on the grounds of race, colour, ethnic or national origin, nationality, citizenship, sex, gender re-assignment, sexual orientation, marital or civil partnership status, disability, age, religion or belief about pregnancy and maternity.’*

1. New Street Chambers is committed to ensuring that there is an Equality and Diversity Officer within chambers. The Equality Officer will be responsible for all matters relating to equal and diversity, including compliance with chambers’ policies, updating policies to meet changes in any legislation and guidance, and promotion of the policies within chambers and externally where appropriate.
2. New Street Chambers is committed to fair recruitment and selection processes for the recruitment of pupils, tenants, mini-pupils and staff, including clerks (practice managers) using objective and fair criteria.
3. New Street Chambers will carry out equality monitoring and regularly review the percentages of staff, barristers and pupils within chambers and those applying to joining chambers by reference to gender, race, disability and other characteristics. New Street Chambers is committed to investigating the reasons for an disparities in that data and taking appropriate remedial action where necessary.
4. New Street Chambers is committed to ensuring that there is a Diversity Data Officer appointed within chambers who shall comply with the requirements in relation to the collections, processing and publication of Diversity Data set out in paragraphs 408.2(o) to (t) of the Code of Conduct.
5. New Street Chambers is committed to the fair distribution, without discrimination, of work amongst pupils and members of chambers and fair career development. This will be regularly reviewed by the Diversity Data Officer and any disparity in the data will be investigated and appropriate remedial action where necessary.
6. New Street Chambers is committed to a written anti-harassment policy and will not tolerate or condone harassment. Full details are set out in the ‘Harassment Policy’.
7. New Street Chambers is committed to allowing members of chambers to take parental and adoption leave without prejudice to their career development. Full details are set out in the ‘Parental and Adoption Leave Policy’
8. New Street Chambers is committed to allowing members of chambers to take a career break, to work part-time, to work flexible hours or to work from home to enable them to manage their family responsibilities or disability and remain in practice. Full details are set out in the ‘Flexible Working Policy’.
9. New Street Chambers is committed to supporting disabled clients, barristers and visitors to chambers. Full details are set out in the ‘Reasonable Adjustments Policy.’
10. Anyone has a right to complain or raise a grievance against this policy. Full details are set out in chambers’ policy on complaints and grievances. Any concerns or complaints can also be raised with chambers’ Equality Officer.
11. This policy will be reviewed on or by the 31st of January every 2 years.