

ANTI-RACISM STATEMENT

Great James Street Chambers

Great James Street Chambers is firmly committed to anti-racism in all aspects of our work and services. We seek not merely to avoid racial discrimination, but to take active steps to identify, challenge and address racism, and to promote equality of opportunity and respect for all.

We are committed to maintaining an environment in which members, staff, pupils, applicants and clients from all backgrounds are able to work with, and engage with, Chambers free from discrimination, harassment, victimisation or prejudice on the grounds of race or ethnicity.

The promotion of equality, diversity and inclusion has been a core value at Great James Street Chambers since our founding in 2004. We recognise our collective and individual responsibilities under the Bar Standards Board Handbook, including the Equality Rules and Core Duties, and under the Equality Act 2010.

In support of these obligations, we are committed to:

- Education and training through regular and proportionate equality, diversity and anti-racism training for barristers, pupils, clerks and staff;
- Monitoring and review, including race equality monitoring and audits, to identify and address barriers or disparities;
- Lawful positive action, where appropriate, in accordance with the Equality Act 2010, to address under-representation or disadvantage;
- Zero tolerance of racism, recognising that racism in any form—direct or indirect, conscious or unconscious—is unacceptable and will be addressed promptly and fairly; and
- Fairness and transparency in recruitment, pupillage, tenancy, work allocation, mentoring and progression.

We are committed to reviewing our progress regularly and to ensuring that our anti-racist approach informs all aspects of chambers life. We recognise that this is an ongoing process and that there is more work to be done.

Any concerns relating to racism or racial discrimination may be raised in confidence and will be handled sensitively and fairly, in accordance with our Complaints Policy and Anti-Racism Policy. No individual will be subjected to detriment or victimisation for raising concerns in good faith.