

## **Anti-Racism Policy**

Great James Street Chambers is committed to anti-racism in all aspects of its work and services. We seek not merely to refrain from acting in a racially discriminatory way, but to take active steps to identify, challenge and remedy the effects of racism.

Our commitment is to maintain 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.

### **Regulatory and legal framework**

Great James Street Chambers and its members are required to comply with:

- the Bar Standards Board (BSB) Handbook, including the Equality Rules and Core Duties;
- the Equality Act 2010; and
- applicable guidance issued by the Bar Standards Board relating to equality, diversity and inclusion.

We recognise our collective and individual responsibility to comply with these obligations and to promote confidence in the profession and the administration of justice.

### **Our commitments**

In furtherance of these obligations, Great James Street Chambers commits to the following:

#### **1. Education and training**

Providing mandatory and proportionate equality, diversity and anti-racism training for barristers, pupils and clerks, reviewed regularly to ensure relevance and effectiveness.

#### **2. Monitoring and review**

Undertaking race equality monitoring and audits in accordance with BSB requirements, and reviewing outcomes to identify and address disparities or barriers.

**3. Positive action**

Designing and implementing lawful positive action measures, where appropriate, in accordance with sections 158 and 159 of the Equality Act 2010, with the aim of addressing underrepresentation or disadvantage.

**4. Zero tolerance of racism**

Maintaining a clear and firm stance that racism, whether direct or indirect, conscious or unconscious, intended or unintended, is unacceptable and will be addressed promptly and fairly in accordance with Chambers' policies and procedures.

**5. Fair treatment and opportunity**

Ensuring that recruitment, pupillage, tenancy, work allocation, mentoring, appraisal and progression are conducted fairly, transparently and on merit, and are kept under review to minimise the risk of bias.

**Governance and responsibility**

Overall responsibility for the implementation and oversight of this policy rests with the Management Committee, supported by the Senior Clerk.

Chambers' EDO's – Amanda Jones and Paul Edwards

Progress under this policy will be kept under regular review and will inform Chambers' approach to recruitment, training, mentoring, work experience and other strategic decisions.

**Reporting concerns and complaints**

Any concerns relating to racism, racial discrimination or racial harassment may be raised in confidence.

Concerns or complaints may be directed to:

- the Management Committee at [managementcommittee@greatjames.co.uk](mailto:managementcommittee@greatjames.co.uk); or
- the Senior Clerk at [zoe.preston@greatjames.co.uk](mailto:zoe.preston@greatjames.co.uk); or
- the EDO's at [amanda.jones@greatjames.co.uk](mailto:amanda.jones@greatjames.co.uk) or [paul.edwards@greatjames.co.uk](mailto:paul.edwards@greatjames.co.uk)

Concerns will be handled sensitively, fairly and, where appropriate, in accordance with Chambers' Complaints Policy. No individual will be subjected to detriment or victimisation for raising a concern in good faith.

#### **Review of this policy**

This Anti-Racism Policy is reviewed periodically to ensure that it remains effective, up to date and compliant with regulatory and legal requirements. The current version is available on Chambers' website.