



CHAMBERS EQUALITY AND DIVERSITY POLICY STATEMENT

1. It is the policy of 11KBW to deal with its tenants, employees, pupils, lay and professional clients, and applicants for pupillage or tenancy or any other position (and all others who have dealings with Chambers) without distinction by reference to race (including colour, nationality and ethnic or national origins), sex, pregnancy and maternity, disability, marriage or civil partnership, age, sexual orientation, religion or belief, gender reassignment, or any other types of discrimination which the law may hereafter prohibit (the “protected characteristics”).
2. In particular, 11KBW is committed to ensuring that pupils, tenants and employees are selected without discrimination, that discriminatory considerations play no part in the allocation of work within Chambers, and that no instructions are accepted from solicitors who seek to select Counsel on a discriminatory basis.
3. Where an individual has a disability, 11KBW is committed to ensuring that it complies with its duty to make reasonable adjustments.
4. Further, Chambers does not permit or condone harassment related to any of the protected characteristics. Chambers has a separate policy against harassment.
5. To these ends, Chambers adopts the BSB’s Guidelines on the Equality and Diversity Provisions of the Code of Conduct (“the Guidelines”), including amendments to it from time to time, when dealing (in relation to its members, staff and clients) with any issues relating to the law guaranteeing equal treatment and prohibiting discrimination on any of the protected characteristics. In so far as the provisions of the Code are mandatory Chambers will follow them and requires all members, pupils and staff to do so.
6. Insofar as the Guidelines constitute guidance and/or encouragement, Chambers will have regard to such guidance and encouragement and will follow it (absent good and lawful reason not to) in so far as it is applicable to Chambers having regard to the areas of law in which Chambers practises (e.g. noting that unnamed work is not common in Chambers and that junior Treasury work is conditioned by membership of the Treasury Panels).
7. In addition to this Equality and Diversity Policy Statement, Chambers has adopted the following further policy documents:
 - 7.1 Harassment Policy Statement;

- 7.2 Pupillage Policy Statement and Memorandum;
- 7.3 Work Allocation Policy Statement
- 7.4 Members Parenting and Flexible Working Policy Statement
- 7.5 Staff Parenting and Flexible Working Policy Statement
- 7.6 Grievance Procedure

- 8. The Parenting Policy Statements do not apply to pupils. If a pupil is pregnant or has responsibility for child care, Chambers will liaise with the pupil and seek to agree appropriate arrangements (including deferral of pupillage if the pupil wishes) which are in accordance with the obligations of Chambers and of the Pupil under the Bar Code of Conduct, with a view to ensuring that the pupil is not disadvantaged.

- 9. There shall be two persons in Chambers who are jointly responsible for the functions of Equality and Diversity Officer (as well as of Ombudsmen, as defined in this and related policies).

- 10. The Equality and Diversity Officers and Ombudsmen (“EDOO”) are currently Karen Steyn QC and Marcus Pilgerstorfer.

- 11. Any disclosure considered by the maker to be, or possibly to be, a qualifying and protected public interest disclosure under the Public Interest Disclosure Act 1998 and/or Part IVA of the Employment Rights Act 1996, may be made to an EDOO, who will be responsible for taking such action as he or she considers appropriate on receipt of it.

Reviewed: January 2019