

Anti-Racism Policy

1 Scope

18 St John Street Chambers ('18SJS') is committed to being an anti-racist organisation. This Anti-Racism Policy sets out its anti-racism statement and details of the multi-year action plan that Chambers has adopted. The policy has been drawn up after consideration of the BSB's Anti-Racist Statement (2020) and the Bar Council's Framework for Taking Action on Race Equality (2020), its Fair Recruitment Guide (2021) and its Race at the Bar Report (2021).

2 Anti-Racism statement

18SJS is an anti-racist organisation with a zero-tolerance approach to any form of racist or discriminatory behaviour, conscious or unconscious, intended or unintended. Members, pupils and employees not only commit to refrain from acting in a racially discriminatory way but also to act proactively to confront the effects of racism in all its forms. They aim to make Chambers an inclusive working environment where diversity is valued. Members, pupils, employees, clients, applicants, contractors and visitors from all backgrounds must feel welcome and be treated fairly, free from prejudice and discrimination.

The Black Lives Matter movement, forged by the events of 2020, has not just reinforced the commitment of Chambers to the promotion of equality and diversity in Chambers and in the legal profession as a whole, but also starkly emphasised the urgency of combating racism against Black people and all other people of minority ethnicities. Chambers understands that its efforts to bring meaningful change must now accelerate in order to become truly effective.

18SJS has therefore started a multi-year action plan, which aims to change the policies, practices, structures, attitudes and cultures which inhibit racial equality. The action plan reflects Chambers' commitment to becoming an anti-racist organisation in every aspect of the life and work of its people. In drawing up the action plan, Chambers has included the experience and insight of people from minority ethnic backgrounds at every level, in order to benefit from the full range of talent and skills available.

Below are details of the action plan. Chambers will continue over the years to develop the plan by reviewing progress and by identifying and pursuing additional initiatives which further the objectives of this statement. The Equality & Diversity Officer will take responsibility for implementation of the action plan and any new initiatives, and for reviewing progress.

Chambers makes this statement to communicate its intentions and to hold itself accountable in respect of the commitments made in the action plan. Good intentions are not enough,

and Chambers expects to be judged by results. The members, pupils and employees at 18 sjs are determined to meet that challenge.

3 Action plan –

- Continue to assist - Go Legally Gifted
- Continue to assist - Bridging the Bar (but also mentioned below in “Diversity initiatives”)
- Provide all members, pupils & staff with EDI training
- Quarterly meetings to be held by EDI Officers
- EDI policy published

Diversity initiatives

- **Participation in diversity initiatives.** Chambers will participate actively in diversity initiatives, such as Bridging the Bar (improving equality of access to mini pupillages across all under-represented groups) and the Bar Council’s Bar Placement Scheme (offering advocacy training and the opportunity to shadow a barrister at work).
- **Financial support.** Chambers will sponsor diversity initiatives when appropriate to improve access to the profession.
- **Members’ individual initiatives.** Members, pupils and employees are encouraged to participate in their own initiatives outside Chambers to improve diversity at the Bar. Where possible, Chambers will offer its facilities to support individual members’ initiatives.
- **Conferences and Seminars.** Where appropriate, chambers will host and actively participate in conferences and seminars aimed at increasing diversity at the bar, promoting these events and their core message on social media.

Training

- **Mandatory Anti-Racism training.** Chambers will implement comprehensive and mandatory Anti-Racism training, for all of members, pupils and employees. All members and staff will be required to take such training every three years.
- **Fair Recruitment training.** Fair Recruitment training deals with issues such as unconscious bias and the importance of contextual recruitment (placing the academic achievements of

applicants in their socio-economic context) in helping under-represented groups. Training will also emphasise the need for diverse panels for recruitment where possible. Fair Recruitment training shall be mandatory for all those involved in the recruitment process and must be completed at least once every 3 years.

Diversity data

- **Gathering of data and evidence.** Chambers is committed to gathering data and evidence relevant to the objectives of this policy. The data can highlight differences between those of different ethnic backgrounds in terms of current workforce, recruitment of tenants (ex-pupillage or by lateral move), recruitment of pupils, fee income and allocation of work. Chambers will regularly review this data to consult on and identify targets for improving diversity as appropriate, an effective way of measuring both challenges and results. Further information on how and by whom such information is collected can be found in the 18SJS Data Diversity Policy.
- **Review of pupillage recruitment.** Chambers will review diversity data collected during the pupillage recruitment process to establish aims and objectives for increasing the diversity of pupils recruited.
- **Diversity in senior roles.** Chambers will monitor the inclusion of members from ethnic minority backgrounds in senior roles within Chambers, to ensure that Chambers can benefit from their insight, experience and talent. This involves monitoring roles such as Head(s) of Chambers, members of it's the Chambers Management Committee (CMC) and heads and members of its Pupillage Committee, Tenancy Committee and other important committees.
- **Commissioning of Race Equality Audit.** Chambers will explore the commissioning of a Race Equality Audit is planned for 2023, to be carried out in accordance with Bar Council guidelines. This will allow Chambers to gain deeper insights into diversity representation in Chambers, allowing it to identify appropriate targets for improvement.
- **Publication of diversity data.** Chambers publishes its diversity data every three years on its website, in accordance with Bar Council recommendations. This allows the data to be seen and analysed by other sets of Chambers and regulatory bodies. It also publishes the targets it sets for improving its diversity. Please refer to Chambers' Equal Opportunities & Diversity Policy for more details.

Positive action



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- **Implementing positive-action measures.** Chambers will use the Race Equality Audit to identify barriers to race equality and will design and implement appropriate positive-action measures to address under-representation of individuals from minority ethnic communities and the adverse impacts on such individuals of the current culture of the Bar.
- **Supporting retention and career progression.** The Senior Clerk and his team are able to advise members and pupils on all aspects of their developing practices. They will also monitor instructions and marketing opportunities to ensure that there is no discrimination in terms of instructions from clients, marketing opportunities and other aspects of life in Chambers.
- **Regular review of Chambers policies.** Chambers is committed to reviewing on a regular basis its policies which relate directly or indirectly to race and ethnicity, such as this Anti-Racism Policy and its Anti-Bullying & Harassment Policy, Equality & Diversity Policy and Wellbeing Policy. This ensures that best practice is being followed and allows Chambers to check that all measures are being effectively implemented.
- **Processes to address racist behaviour.** Chambers' Complaints Policy lays out an effective procedure for making complaints, including about racist or other offensive behaviours and how such issues will be addressed and resolved.
- **[LIST ANY OTHER POSITIVE ACTIONS WHICH CHAMBERS CURRENTLY UNDERTAKES]**

Governance

- **Ensuring commitment at senior level.** Chambers commits to ensuring that Head(s) of Chambers, members of the Management, Tenancy and Pupillage Committees and senior employees have full buy-in to this Anti-Racism Policy. They have zero tolerance of racial discrimination, harassment and bullying and will deal with any incidents of racism decisively.
- **Maintaining an anti-racism working group.** Chambers will maintain an anti-racism working group which includes, among others, senior barristers and a representative from the clerking team. The working group is chaired by the Chambers EDO, who should have experience dealing with issues of discrimination, racism and equality and diversity in the legal profession. The working group will ensure that Chambers' efforts are informed by best practice and innovative thinking and that diversity and anti-racism are embedded at the heart of Chambers' agenda. It will also ensure that the Head(s) of Chambers and the heads of the Management, Tenancy and Pupillage Committees are fully informed about progress of the action plan set out in this policy.
- **[LIST ANY OTHER GOVERNANCE MEASURES CHAMBERS WILL TAKE TO PROMOTE ANTI-RACISM]**



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4 Further information

This Anti-Racism Policy shall be published on Chambers' website, to draw the policy to the attention of potential pupils, tenants and employees, as well as clients and visitors. It will be reviewed by Chambers' EDOs at least annually. If you have questions about this policy, please contact the Chambers EDO, whose contact details are:

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