



## **CHAMBERS EQUALITY AND DIVERSITY CODE: VALUING PEOPLE**

1. It is the policy of Chambers:
  - (a) to select its pupils, tenants and employees;
  - (b) to treat its tenants, employees, pupils, squatters, lay and professional clients, applicants for pupillage, tenancy or employment and anyone else who has occasion to have dealings with Chambers;
  - (c) to allocate work within Chambers;
  - (d) to accept instructions from and proffer advice to lay and professional clients;
  - (e) to plan and provide services to lay and professional clients, without distinction by reference to race, colour, ethnic or national origin, nationality, citizenship, sex, sexual orientation, political persuasion, marital status, age, religion or disability.
2. In the event of any decision or action contrary to the terms or spirit of this policy or any complaint of discriminatory practices these will be dealt with in accordance with Chambers grievance and complaints procedures.
3. In order to oversee the implementation of and compliance with this policy Chambers will elect every 2 years an equality and diversity committee consisting of five members of Chambers one of whom is a QC, one a tenant of 8 years call or less, one of whom is based in Brighton and which reflects as far as possible the diversity of

Chambers membership. No Committee member shall have less than 3 years tenancy at the Bar.

4. The Chambers Director will be ex officio member of the panel and the panel may invite a clerk or any other member of Chambers to assist with or attend any meeting.
5. Chambers maintains, in addition to this generic policy, the principles of which govern all other policies, separate written policy statements dealing with:
  - (i) Harassment
  - (ii) Maternity, paternity and parental leave; tenants.
  - (iii) Maternity, paternity and parental leave; staff.
  - (iv) Allocation of work and terms of acceptance of work.
  - (v) Staff disciplinary.
  - (vi) Pupillage and recruitment after pupillage.
  - (vii) Grievance procedure; tenants.
  - (viii) Grievance procedure; staff.
  - (ix) Recruitment of tenants.
6. In drafting this and all the above listed policies, consideration has been given to the Equality and Diversity Code for the Bar and Chambers has pledged to comply with its spirit and to continue to do so as the Code is amended from time to time.