

**EQUALITY AND DIVERSITY ACTION PLAN**

**Introduction**

1. The aim of our Equality & Diversity Policy is to communicate our commitment to the promotion of equality of opportunity and diversity. It applies to all members of chambers (MOCs), door tenants, pupils, and staff.
2. The Equality and Diversity Officer is Carmel Wilde.
3. The Data Controller is Chris Jones.
4. The Data Diversity officer is Carmel Wilde.
5. The Policy requires the EDO to prepare, review and implement an Action Plan for each calendar year. An Action Plan is required by the BSB.

**Aim 1: Diversity**

1. We intend to circulate a questionnaire to collate UpToDate diversity data from all MOC’s and staff. They will be reminded that this is voluntary but that such data would assist in ensuring that the principles of equality and diversity are embedded into the framework of our day to day work and to prevent unlawful discrimination taking place.
2. Such data will be assimilated and summarised for publication on chambers website with the consent of MOC’s, particularly in the event that such low figures could potentially result in the identification of any members.
3. We intend to discuss with the pupillage committee, the data obtained from applicants with a view to amending our focus to encourage more women to apply for pupillage and to encompass other under-represented groups.
4. We will consider supporting events at colleges, universities and Specialist Bar Associations in this regard.
5. We will continue to work with the Head of Chambers and the Pupillage and Tenancy Committee to ensure that study of the Bar Council fair recruitment guide should continue. All MOC’s will be sent a copy of the guide.
6. The pupillage and Tenancy Committee, Head of Chambers and the Equality and Diversity Officer have already recently attended training on fair recruitment and selection at 7HS Chambers on 27th February 2020.
7. We will continue to work with the Heads of Practice Groups and Clerks in relation to fair access to work and in particular:
   1. We will enquire with Lex in relation to encourage MOCs to complete diversity data on the Lex system;
   2. Consider how to undertake fair access to work in respect of protected characteristics other than gender;
   3. Work with Management Committee to improve the system of monitoring fair access to work;
   4. Enquire with Lex regarding the system of monitoring unallocated work;

**Aim 2: Training**

1. Regrettably due to the covid 19 pandemic, the arranged Equality and diversity training for MOC’s and clerks had to be cancelled. The Bar Council are aware that we wish to undertake such training as soon as possible and even by virtual means if so necessary. We will continue to monitor the such training opportunities and invite all MOCs.
2. We will consider whether MOC’s and staff require further training for example sexual harassment in the work place training.
3. We will review, along with the management committee, whether new tenants require a mentoring scheme to ensure they have fair access to work, development and training.

**CARMEL WILDE**

**EQUALITY AND DIVERSITY OFFICER**

**MAY 2020**