

# **EQUALITY & DIVERSITY POLICY**

**NEW BAILEY**  
CHAMBERS

Revised February 2014

New Bailey Chambers is committed to promoting and advancing equality and diversity.

This Equality and Diversity Policy has been adopted in accordance with The Equality Act 2010 and with reference to BSB Code of Conduct.

### **Principle**

New Bailey Chambers does not discriminate on the grounds of:

- Age
- Sex
- Race (including colour, nationality & ethnic or national origin)
- Disability
- Sexual orientation
- Religious or other beliefs
- Gender re-assignment
- Marital or civil partnership status
- Pregnancy or maternity

This policy relates not only to all members of Chambers, but also all those with whom Chambers may have dealings with. This will include clerks and other members of staff, our professional and lay clients, courts and justice staff, other barristers and solicitors or their staff, Judges, pupils, those on work experience and any other person with whom we have contact.

### **Recruitment**

New Bailey Chambers is committed to a non-discriminatory approach in its recruitment processes. Chambers will ensure that all barristers, pupils, employees and potential recruits are treated fairly.

In the process of any recruitment, a recruitment panel will be convened to process all applications. Any offer of pupillage, employment or tenancy will be made in accordance with our Equality and Diversity Policy. No applicant will be discriminated against.

### **Access to and allocation of work**

Nobody in Chambers shall discriminate against any pupil or tenant when instructions are distributed.

New Bailey Chambers shall not accept instructions if those instructing ask for any barrister in such a way that involves discrimination. (ie; instruction of a barrister of a specific gender).

All tenants, pupils and will have the same opportunities to gain experience and access to training. This also applies to access to facilities and services.

### **Equality and monitoring**

In order to promote equality and diversity at New Bailey Chambers, we shall collect and monitor personal data relating to staff, tenants, pupils and applicants as to their gender, race, age, and disabilities. This information will remain strictly confidential and be used only for the purposes of monitoring in accordance with this policy.

### **Reporting discrimination**

Any tenant, pupil or staff member that believes they may have been the subject of discrimination will have recourse to Chambers' grievance procedure. Any other person may have recourse to Chamber's Complaints Policy.

New Bailey Chamber's equality and diversity officer is Louise Santamera.