

EQUALITY & DIVERSITY POLICY

NEW BAILEY
CHAMBERS

February 2023

New Bailey Chambers is committed to promoting and advancing equality and diversity, promoting a culture that values difference and recognises that people from different backgrounds and experiences can bring greater value and insight to Chambers and the wider Bar.

Equality can be described as breaking down barriers, eliminating discrimination and ensuring equal opportunities and access for all people, the basis of which is supported by legislation.

Diversity can be described as valuing and recognising the differences in people and accepting that each person is an individual who can bring the value of their experiences and knowledge to benefit chambers.

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

Principle

New Bailey Chambers does not discriminate on the grounds of:

- Age
- Sex
- Gender identity
- Race (including colour, nationality & ethnic or national origin)
- Disability
- Sexual orientation
- Religious or other beliefs
- Gender re-assignment or identity
- Marital or civil partnership status
- Pregnancy or maternity
- Additionally, we do not discriminate against those with caring responsibilities or those working part-time.

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.

We recognise our role in ensuring members, pupils and staff have the equality of opportunity to develop and realise their full potential.

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 and equally.

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

See separate recruitment policy.

Access to and allocation of work

All Barristers at New Bailey Chambers will be given equal and fair opportunities to develop their practice and gain experience. This includes pupils practicing in the second six and probationary tenants.

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 staff will have the same opportunities to gain experience and access to training. This also applies to access to Chambers's facilities and services.

See separate Allocation of Work Policy.

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 or believe they have witnessed or identified discrimination taking place, they will have recourse to Chamber's grievance procedure. Any other person may have recourse to Chamber's Complaints Policy.

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

