

Anti-Racism Statement

Radcliffe Chambers is committed to being an anti-racist organisation. We strongly believe in equality of opportunity in access to the legal profession and advancement within it, and in all aspects of our business of providing services as a Barrister. We are therefore committed to creating a work environment in which members, pupils and staff from all backgrounds can live and work, and services can be provided to clients, free from prejudice and discrimination. It is unacceptable if anyone within Chambers or using Chambers' services experiences racism or discrimination.

We strongly believe that racism is abhorrent and has no place in the legal profession or our society in general. We do not condone, ignore, or accept racism in any form or against any ethnic group. We are committed to making effective changes and are taking positive steps to improve access to the Bar and demonstrably to improve racial and ethnic diversity within our own Chambers.

We have considered our approach, in consultation with all relevant materials published by the Bar Standards Board, and have:

- Agreed to complete a survey of members, pupils and staff to identify their experiences of racism in Chambers, by clients, or at the Bar, and to consider what lessons may be learned.
- Created an equality and diversity action plan which includes improving anti-racist practice. This involves prioritising engagement with members of Chambers from people from ethnic minorities and undertaking a critical analysis of procedures for recruiting, retaining and supporting the progression of barristers from ethnic minorities.
- Committed ourselves to training all our members, pupils and staff on anti-discriminatory practice and the creation of inclusive working cultures.

We will monitor closely the Bar Standard Boards and The Bar Council recommendations and review our progress annually.

Chambers recognises that there is more work to be done, but by making this statement we are sharing our intentions and holding ourselves accountable in our commitment to make a real change not just in Chambers but at the Bar. Diversity benefits us all.