



1 CHANCERY LANE

DIVERSITY AND EQUAL OPPORTUNITIES POLICY STATEMENT

- 1 Chancery Lane values diversity and is committed to equal treatment. A designated policy has been adopted for this purpose and this covers all aspects of 1 Chancery Lane's operation including barristers, pupils, staff and their professional relationships. A copy is kept in Chambers' Clerks Room and is incorporated into Chambers' Quality Manual which is electronically available to all tenants, pupils and staff. A copy of the policy is also provided to all pupils when they commence pupillage.
- Chambers adheres to the Equality and Diversity Code for the Bar published by the General Council of the Bar.
- Chambers is firmly committed to the active promotion of equal opportunities and to ensuring an absence of direct or indirect discrimination on grounds of race, colour, ethnic or national origin, nationality, citizenship, gender, sexual orientation, marital status, age, disability, religion or political persuasion. Such a commitment entails that positive steps be taken to identify and eliminate possible areas of discrimination in relation to:
 - the recruitment of pupils, tenants and members of staff;
 - the treatment of pupils, tenants and members of staff;
 - relations between pupils, tenants and members of staff;

- the treatment of lay and professional clients.

Chambers' diversity policy provides a framework for the promotion of equal opportunities and the internal resolution of complaints involving members of chambers, whether pupils, tenants or members of staff.

- Chambers will not tolerate any form of harassment and will take all necessary steps to ensure that its members, pupils and employees are not subject to harassment.
- Chambers is committed to the observance of good practice in respect of the granting of Maternity, Paternity and Parental Leave.
- Chambers is aware that from time to time tenants, pupils and staff may wish to take career breaks, work flexible hours, part time or partly from home to enable them to manage their family responsibilities and remain in practice. Chambers' diversity policy includes provisions regarding flexible working which apply to tenants, pupils and staff.
- Chambers' Diversity Officer is responsible for the effective operation of Chambers' policy and will review any guidance issued by the Bar Council, the Legal Services Commission ("LSC") and any other relevant organisation and make any recommendations necessary.