



BELL YARD CHAMBERS ANTI-RACISM STATEMENT

Bell Yard Chambers is committed to being an anti-racist organisation adopting a zero-tolerance approach to racism.

Chambers is committed to challenging and dismantling structural racism within any practice area, policy and procedure within Chambers or the legal system generally.

It is unacceptable that anyone within Chambers experiences racism or discrimination of any kind.

Bell Yard Chambers is committed to promoting diversity within Chambers and its members have a core duty not to discriminate unlawfully against any person.

We as a Chambers recognise that active campaigning against injustice, both in the UK and worldwide, has shaped and influenced change in the form of both community awareness and statutory reform, which includes the Race Relations (Amendment) Act 2000.

Bell Yard Chambers embraces the role that it can play in challenging racism and delivering an anti-racist environment for all.

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

- Commenced working on creating an action plan in order that we can promote an inclusive environment – which includes prioritising engagement with those members of chambers from Black, Asian and Minority Ethnic groups and undertaking a critical analysis of procedures for recruiting, retaining and supporting the progression of barristers from Black, Asian and Minority ethnic backgrounds.
- Started working towards a complete race equity audit in compliance with the BSB guidelines and will implement any required positive action measures where our audit shows there is an underrepresentation of, or adverse impact on, people from Black, Asian and Minority Ethnic backgrounds.
- Committed to providing barristers and staff with anti-racism training to create and promote an inclusive working culture. This training will be

delivered in a practical and considered way in order to adequately address any barriers to race equality and carry the maximum positive impact for behavioural change by individuals and the working culture within Chambers.

We remain committed to ensuring that Bell Yard Chambers is an anti-racist environment within which all our members and staff can work, and we will continue to optimise our anti-racist practice and policy.