

EQUALITIES AND DIVERSITY POLICY

Accessibility Policy

Chambers currently has no employees suffering from any ailment or disability that would require reasonable adjustment to the physical features of its premises under the Disability Discrimination Act 1995 and Disability Discrimination (Employment) Regulations 1996. However should this position change Chambers is bound not only by the statutory requirements stated but by internal Discrimination Policies to accommodate physically challenged employees by making all alterations that are required by the individual(s) to carry out the normal day to day work. Additionally should any client with access issues require the services of chambers arrangements will be made to accommodate by obtaining the necessary facilities in chambers or at an alternative mutually agreeable location.

Non-Discrimination and Equal Opportunities Policy

We, as a Chambers, are committed to creating an unprejudiced environment and thus we do not discriminate on the basis of race, colour, ethnic or national origin, nationality, citizenship, sex, sexual orientation, marital status, disability, age, religion or political persuasion. This applies to our treatment of clients and staff, our attitude to the acceptance of briefs and our employment selection policy. No decisions on recruitment, training, development, promotion or anything which may affect employees, applicants and clients will be influenced by any of these factors. The policy also covers the conduct of all members, pupils and staff and discrimination of any kind will be viewed as unacceptable. Any breach of this conduct will result in the commencement of disciplinary procedures.

It is the policy of these Chambers to adhere to the Bar Council Equality Code, compliant with the Bar Code of conduct. These specifications are as follows:

Para.204 of the code of conduct of the Bar of England and Wales prohibits a practicing Barrister from discriminating on the grounds of their race, colour, ethnic or national origin, nationality, marital status, disability, religion or political persuasion.

- Under Para.304 of the code of Conduct Barristers in independent practice must have regard to the Equality Code for the Bar.
- The Sex Discrimination Act 1975 and the Race Relations Act 1976, as amended by section 64 of the courts of Legal Services Act 1990, place a duty on Barristers (and barrister's clerks) not to discriminate on the grounds of race or sex.
- It is unlawful for a person to victimise persons by treating them less favourably because they have brought proceedings under the Race Relations or Sex Discrimination Act, have given

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evidence or information relating to proceedings or have alleged that discrimination had occurred. Such treatment will also breach Para.204 of the Code of conduct.

- It is unlawful for a person to instruct, induce or attempt to induce another person to discriminate on the grounds of race, colour, ethnic or national origin, nationality, citizenship, sex or marital status. Equally it is unlawful to act on such instructions or inducement.
- Employers or principles are vicariously liable for any unlawfully discriminatory act of their employees or agents in the course of their work, unless they can demonstrate that they have taken all reasonable steps to prevent such acts.
- Para. 601 and 602 expressly prohibit a Barrister from withdrawing his services on the grounds of objection to the case, objection to the beliefs of the client, or the financial implications of the case. Irrespective of the client paying privately or being funded publicly, the party on whose behalf he has been instructed, the nature of the case, and any opinion formed about the character or the case, a Barrister who supplies advocacy services must accept any brief, appropriate to his experience, to appear before a court in which he professes to practice, any instructions, and act on behalf of any person.

Maternity Leave

A member of chambers who is absent for reasons of maternity, without undertaking any work, is entitled to have their rent waived for a period of twelve months.

A member of chambers is, however, entitled to return to work on a flexible basis within that twelve month period.

For the avoidance of doubt the above provisions equally applies to adoptive parents.

Paternity Leave

A member of chambers who is absent for reasons of paternity, without undertaking any work, is entitled to have their rent waived for a period of one month following the birth of the child.

A member of chambers is, however, entitled to work within that one month period on a flexible basis.

For the avoidance of doubt the above provisions equally apply to adoptive parents.

Flexible, Part-time and Career Breaks

A member of chambers who is absent from chambers for an extended period of time will be entitled to maintain their connection with chambers. In the event that this period of absence is for a fixed period up to six months they will be entitled to have their rent will waived. In the event that the period is uncertain or longer than six months they will be required to maintain a door tenancy about £100 per month. They will be able to return to full member status on their return.