

# Dere Street Barristers

## Policy Statement on Equality & Diversity

Dere Street Barristers is an equal opportunities employer. We believe that the success of the quality of service we provide depends on creating and sustaining a working environment that is free from discrimination, prejudice, harassment, or victimisation.

Chambers seeks to comply with the mandatory requirements of the Equality & Diversity Rules for the Bar and is committed to providing equality of opportunity and to eliminating discrimination on grounds of race, gender, sexual orientation, religion, age or disability. In particular, we are aware of and seek to comply with our obligations under relevant legislation, including the Equality Act 2010. To this end, Chambers has its own Equality & Diversity Policy, Harassment Policy, Flexible Working Policy, Reasonable Adjustments Policy and Data Diversity Policy, the principles of which are intended to apply across the whole range of activities carried out by Chambers, its members and its staff.

Chambers regards the principles of equal opportunities as applying across the whole range of activities carried out by Chambers, its members and its staff and we strive to ensure that all our practices and procedures are constructed and operated in accordance with good equal opportunities practice. Our aim is to ensure that every individual is accorded equal treatment, dignity and respect and where appropriate is judged on merit and ability alone, free from judgements or treatment based, consciously or not, on prejudice or assumptions of collective characteristics.

A member of chambers, pupil or member of staff must not act in relation to another member of chambers, present/aspiring member of the bar, to a lay or professional client or to anyone else with whom he/she comes into contact in a professional capacity, in a manner which is discriminatory or which consists of harassment or which victimises that person, on grounds of a protected characteristic including race, gender, sexual orientation, religion, age or disability. For this purpose, it is recognised that;

- **discrimination** may be “direct” or “indirect”, and that (i) direct discrimination consists of treating someone less favourably than others are or would be treated in comparable circumstances, and (ii) indirect discrimination consists of the unjustifiable application of a requirement or condition, or a provision, criterion or practice, which is or would be liable to have a significantly disproportionate effect as between individuals of different races/sexes etc and which results, through an inability to comply, in some detriment to an individual
- **harassment** comprises unwelcome conduct which is offensive and unwelcome to the recipient and is not limited to conduct which is intended to cause offence or distress
- **victimisation** consists of less favourable treatment to those who have brought proceedings, given evidence or information, or made a complaint based upon an allegation of discrimination, harassment or victimisation.

The principles of this policy apply to everything which we do. For example, and in particular, all decisions relating to recruitment (whether of staff, members or pupils), the appraisal of staff and pupils, the handling of staff promotions and the distribution of work (both to members and to pupils) must be made in accordance therewith. Further, no work should ever be diverted or allocated at the request of the professional client if it is believed by the person asked to make such a diversion or allocation that the request is a result of prejudice against a protected characteristic on

the part of the professional or lay client in question. Any request whether expressed or implied by a professional client that work be not given to a barrister on the grounds of a protected characteristic should be reported to the Senior Clerk who shall forthwith report the matter to the Head of Chambers, Equality & Diversity Officer and external authorities, including the Bar Standards Board.