

Anti-Racism Statement

No5 Barristers' Chambers is committed to anti-racism and to being an anti-racist organisation.

We are committed to creating a working environment in which all members of chambers, pupils, staff and clients can exist and thrive free from racism, prejudice, discrimination and harassment.

As Chambers, we place great importance on improving access to the Bar and diversity within the legal profession as well as our own organisation. The actions we have taken and continue to take in relation to these goals include:

- Maintaining a zero-tolerance approach to racism and discrimination;
- Providing mandatory equality and diversity training (run by the Bar Standards Board) to pupil supervisors, pupillage interviewers and the pupillage committee;
- The inclusion of Chambers' Equality and Diversity Officer on Chambers' Management and Executive Committees;
- Encouraging respectful behaviour towards others, and prohibiting bullying, harassment and other objectionable behaviour, through Chambers' Respect Policy
- Providing mandatory training to all in management positions in Chambers on preventing and addressing bullying, harassment and other objectionable behaviour;
- Gathering data and evidence on diversity within Chambers in order to inform future work in this area, as well as measuring results, progress and issues;
- Participation in relevant programmes such as 10,000 Black Interns;
- Supporting members of Chambers in working with the Bar Council and Circuits to promote anti-racism profession-wide through membership of Bar Council and Circuit EDSM committees;
- Working with professional clients to share best practice and support each other in anti-racism initiatives and actions; and
- Adhering to and promoting Chambers' Equal Opportunities Policy, and Chambers' Anti-Bullying and Harassment Policy and Equality Policy for employees of Chambers

We are dedicated to creating change and taking action to combat racism. We affirm our understanding that true anti-racism requires *proactive steps* to confront racism and its effects, with the goal of eradication.

We commit to continuing to work towards these goals, reviewing the steps we take with a view to constant improvement, and holding ourselves accountable.

This statement has been adopted by No5 Chambers' Management Committee.

See also: the Bar Standards Board "[Anti-racist Statement](#)" and Bar Council's "[Framework for Taking Action on Race Equality](#)".