

Section 9 Equal opportunities and non-discrimination

9.1 POLICY

- 9.1.1 Chambers is firmly committed to equal opportunities and tackling discrimination. Chambers recognises that in society, groups and individuals are at risk of being oppressed and/or disadvantaged on the grounds of their race, colour, ethnic or national origin, nationality or citizenship, gender, marital status or sexual orientation, religion, political persuasion, social class, age or disability.
- 9.1.2 Chambers is committed to ensuring that its policies and practices relating to the running of Chambers and the legal services which it offers are accessible to and reflect the needs of those who face such discrimination. All members comply with the Bar code of conduct and the cab rank rule when accepting instructions from clients.
- 9.1.3 Chambers, its staff and members operate a policy that does not discriminate directly or indirectly against, or victimise anyone, on the grounds of their race, colour, ethnic or national origin, nationality or citizenship, gender, marital status or sexual orientation, religion, political persuasion, social class, age or disability. This policy is applied in deciding whether to accept briefs and instructions from clients and in the provision of services; and in the selection, recruitment and treatment of staff, pupils and tenants.
- 9.1.4 Chambers, its staff and members do not victimise any persons by treating them less favourably because they have brought proceedings under the Race Relations or Sex Discrimination Act, have given evidence or information relating to proceedings or have alleged that discrimination has occurred.
- 9.1.5 Chambers, its staff and members do not act on any instructions or inducement to discriminate on the grounds of their race, colour, ethnic or national origin, nationality or citizenship, gender, marital status or sexual orientation, religion, political persuasion, social class, age or disability. Equally, they do not instruct, induce, or attempt to induce anyone to discriminate on such grounds.

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9.1.6 It is Chambers' policy to operate within the relevant legislation and codes of conduct, which are referred to as appropriate including: -

The Sex Discrimination Act 1975 amended by s.64 of Courts and Legal Services Act 1990

The Race Relations Act 1976 amended by S.64 of Courts and Legal Services Act 1990

The Equal Pay Act 1970

The Disabled Persons Acts 1944 and 1958

The Disability Discrimination Act 1995

The Code of Conduct of the Bar

The Equality Code for the Bar

9.1.7 All staff and members are to ensure that they are aware of, and apply, the above policy on equal opportunities and non-discrimination in all dealings with staff, with applicants for positions in Chambers, with prospective pupils and tenants, and with professional and lay clients.

9.1.8 Chambers has appointed one of its members (appendix 2.2) as Equal Opportunities Officer to be responsible for the promotion of equal opportunities and non-discrimination policy and for monitoring the effectiveness of this policy. This person is a permanent ex officio member of the CMC whose principal function on the CMC is to evaluate constantly the extent to which compliance with this policy is being achieved. S/he is entitled to enquire into any aspect of Chambers' affairs with a view to performing this function.