## **Anti-Racist Statement**

1 Hare Court is committed to being an anti-racist organisation. We believe this means not merely refraining from acting in a racially discriminatory way, but taking proactive steps to confront and remedy the effects of existing and systemic racism in all its forms within our organisation and in our work.

A key part of that commitment is to create a work environment in which members, trainees, staff and clients from all backgrounds can live and work free from prejudice, discrimination, and marginalisation.

The promotion of equality and diversity is a key component of 1 Hare Court’s core values. We recognise that despite our years of good intentions and gradual change for the better, our efforts have not yielded sufficient results and we must commit to more meaningful action in order to make effective change.

As a result, 1 Hare Court has engaged in the following:

* Focusing on improving our recruitment and training for both staff and members so that our organisation attracts and retains the best talent in our profession from all backgrounds, and properly reflects the diversity of modern society.
* Gathering data and evidence to provide a solid foundation for our work and as an effective way of measuring both our challenges and our results.
* Joining the 10,000 Black Interns scheme which aims to create a sustainable cycle of mentorship and sponsorship for the Black community by providing paid training and development opportunities.
* Signing up to the Bridging the Bar initiative that aims to improve equality of access to mini-pupillages across all underrepresented groups.
* In terms of the recruitment of pupils, Chambers is aware of the financial barriers that training for a career at the Bar can present, particularly for those from disadvantaged backgrounds, and so offers a competitive pupillage award of £42,500, in line with or higher than other specialist family law sets. Those applying for pupillage are made aware on the Chambers website and in the Chambers pupillage information booklet that up to £10,000 of the pupillage award may be drawn down a year in advance of starting pupillage, which Chambers hopes will remove financial worries that prospective applicants may have about paying for their law school fees and other necessary costs in the year before starting pupillage.
* Members of Chambers engage with a range of educational establishments, from universities to comprehensive secondary schools, to give talks, mentor and take part in law careers fairs, to expose as many aspiring barristers as possible to Chambers and the Family Bar, from as wide a range of backgrounds as possible.

1 Hare Court recognises and supports the BSB’s statutory duty to promote diversity at the Bar, in addition to the core duty upon barristers not to discriminate unlawfully against any person as set out in the Code of Conduct for the Bar.

Throughout history, law and regulation have been shaped by campaigns against injustice. In the UK, this includes the Race Relations (Amendment) Act 2000, brought about by community campaigning which led to the Macpherson Inquiry, after the racist murder of Stephen Lawrence. The Black Lives Matter movement in the US and UK has impressed on us all the need for cultural and structural change.

1 Hare Court recognises the role all organisations can play in challenging racism and delivering anti- racist practice1 and is aware that the BSB have considered their approach in consultation with the BSB’s Race Equality Task Force. We know 1 Hare Court has a role to assess its own internal culture and commitment to anti-racism, and to lead by example. To this end and as a start, we will:

* complete a survey of all staff to identify their experiences of race at 1 Hare Court;
* consider an action plan to improve anti-racist practice;
* provide resources to our members on anti-racist practice;
* expand the Equality and Diversity Committee at 1 Hare Court;
* provide our members and staff with access to training on anti-discriminatory practice; and
* continue to develop our anti-racist practice.

We fully support the BSB’s objective to encourage an independent, strong, diverse and effective legal profession, and the commitment to address racism and dismantle barriers that inhibit true racial equality.

Since 2012, the Equality Rules of the BSB Handbook (Equality Rules) have required all chambers and BSB entities to embed the principles of equality and diversity into their day-to-day work, by developing and implementing an equality and diversity policy and action plan. In addition, all self-employed barristers have a personal obligation to take reasonable steps to ensure compliance with the Rules.

The Supporting Information to the Rules includes a model equality action plan and CIPD has published “Developing an anti-racism strategy”. The Bar Council’s Race Working Group has published this Framework for Taking Action on Race Equality, which encourages the Bar to consider action in a number of areas.

Taking into account all the relevant rules and guidance, 1 Hare Court will therefore:

1. **Complete a race equality audit** to identify the barriers to race equality, which may include:
   1. An analysis of available data, which should include but not be limited to data about recruitment (of lateral hires as well as pupil barristers), work allocation, ethnicity pay gaps and opportunities for development or progression (for example, external marketing opportunities and the membership of internal committees.)
   2. A critical analysis of procedures for recruiting, retaining and supporting the progression of barristers from Black, Asian and Minority Ethnic backgrounds.
2. **Design and implement positive action measures**, where the audit shows that there is an underrepresentation of, or adverse impact on, people from Black, Asian and Minority Ethnic backgrounds.
3. **Provide access to comprehensive anti-racist training for barristers and staff.** Such training to support the implementation of practical, tailored strategies to address barriers to race equality and have a positive impact on behavioural change by individuals and cultural change within organisations.
4. **Produce and publish an anti-racist statement for members of Chambers and the public**, to set out our commitment to address race inequality and ensure senior level buy-in to, and accountability for, those commitments.

We encourage our members to take proportionate steps to fulfil the expectations in this Statement and confirm that it would be proportionate for our members to undertake their own individual training on race equality and review their own approach to the workplace.

1 Hare Court does not tolerate any unlawful or unfair discrimination, and anyone found to be acting in a discriminatory manner will face disciplinary action which could include dismissal. Everyone has a duty to report unlawful or unfair discriminatory behaviour. We actively promote equality of opportunity and require everyone to contribute towards achieving this objective.

We believe that treating people with dignity and respect is an important part of realising equal opportunities and diversity. 1 Hare Court is dedicated to achieving meaningful and sustainable change and we will continue to develop our anti-racist practice by reviewing and reflecting on its progress on an ongoing basis.

1 Racism is the major obstacle to racial equality. “Anti-racism” recognises this and is the active process of identifying and eliminating racism in its many forms, by changing the systems, policies and practices, structures, attitudes and cultures which inhibit racial equality.