

**FLEXIBLE WORKING POLICY / CAREER BREAKS**

1. Some barristers may find that the demands of full-time practice make continued practice at the Bar unviable, particularly with child-care or other similar commitments. Flexible working arrangements may enable these barristers to remain in practice.
2. The self-employed Bar is ideally suited to flexible working. Solicitors and lay clients do not expect barristers to be available at all times, not least because of their commitments to other clients, for example, during trials a long distance from Chambers, or due to part-time judicial appointments etc. Remote access to Chambers, computers and telephone networks means that it is now common for barristers to work from home, often for reasons of convenience unconnected with childcare or other domestic responsibilities.
3. Chambers will give sympathetic consideration to any flexible working requests from Members of Chambers. Individual Members of Chambers who are seeking a flexible work arrangement should themselves be proactive in proposing and seeking to agree fair arrangements for the use of Chambers' resources, including accommodation, with their Chambers.
4. Members of Chambers with flexible working arrangements will be given opportunities to take part in all aspects of Chambers' activities, including continuing professional development, marketing and social activities. The nature of individual Members' flexible working arrangements will be taken into account when these activities are arranged.
5. Any Member of Chambers may take a sabbatical leave of up to six months after completion of 7 years' continuous membership of Chambers.
6. This policy was adopted on the date below. Chambers' Equality and Diversity Officer is responsible for monitoring the effectiveness of this policy. It is intended that this policy, and its operation, should be regularly reviewed.

Approved by the Board, 24 April 2019

Reviewed by Chambers' Equality and Diversity Officer, 17 December 2020