



SELBORNE CHAMBERS

## ANTI-RACIST STATEMENT

1. Selborne Chambers (“**Chambers**”) is committed to being an anti-racist organisation. Chambers believes that this means not only refraining from acting in a racially discriminatory way, but also taking proactive steps to confront and remedy the effects of racism.
2. Every organisation, including Chambers, must play its part in challenging racism and delivering anti-racist practice. More meaningful action is required to make progress on racial inequality at the Bar, which is why anti-racism is an essential part of how Chambers operates.
3. A key part of Chambers’ policy is to create and maintain a work environment in which members, staff, pupils, mini-pupils and clients from all backgrounds can live and work free from prejudice, discrimination, and marginalisation.
4. Chambers therefore welcomes and supports the Anti-Racist Statement published by the Bar Standards Board in November 2020 and is committed to delivering the actions set out in it. This document is published in accordance with the fourth action identified in that Statement to set out Chambers’ commitments to address race inequality and ensure Chambers’ and its senior management’s buy in to, and accountability for, those commitments.



5. Chambers is dedicated to achieving meaningful change. This takes more than words and good intentions. The proactive steps that Chambers is taking to combat racism include:
  - Setting up an Equality, Diversity and Inclusion Committee, which draws together the experience and skills of a diverse selection of members and staff
  - Identifying race inequality as a priority for Chambers in its work on improving equality, diversity and inclusion
  - Formulating and committing to actions and targets in Chambers' Equality, Diversity and Inclusion Action Plan which address race inequality
  - Evaluating progress against that Action Plan, using the data Chambers collects from applicants, members and staff
  - Devising and implementing a race (and gender) audit, and conducting analysis of the results, in order to identify particular areas where targeted work is needed
  - Performing critical analysis of procedures for recruiting, retaining and supporting progression
  - Provide anti-racism training to members and staff
  - Ensuring every member who takes on a leadership role undertakes enhanced equality and diversity training
  - Identifying, supporting and taking part in appropriate projects, social mobility programmes and networking events which assist in access to the Bar for those from under-represented groups
  
6. Chambers intends to publish updates on the progress that it is making towards anti-racism.