

## **Angel Chambers Equality and Diversity Policy**

1. This policy sets out the commitment of Angel Chambers to comply with the provisions of the Equality Act 2010 and the Equality and Diversity provisions of the Bar's Code of Conduct and to promote and advance the principles of equality and diversity in our members' professional lives.

### **2. THE PRINCIPLE**

In all our dealings with others we aim to avoid discrimination against anyone on grounds of race, colour, ethnic or national origin, sex, pregnancy or maternity considerations, disability, sexual orientation, marriage or civil partnership, religion or belief, age or gender reassignment.

This aim applies to all of our dealings with the variety of people with whom we interact in the course of our professional lives, including, but not restricted to the following categories of persons:

Clients

Clerks and our other chambers' staff

Court staff

Instructing Solicitors and their staff

Other barristers and solicitors

Judges

Pupils

Students seeking work experience and/or mini-pupillages

### **3. RECRUITMENT:**

Angel Chambers is committed to a non-discriminatory approach in relation to its recruitment processes. In particular it intends to ensure that all barristers, pupils, employees and potential recruits including students seeking work experience and/or mini-pupillages are treated fairly and with respect at all stages of their recruitment and practice or employment.

No-one in chambers shall discriminate against a person in relation to any offer of pupillage (or work experience or mini-pupillage), employment or tenancy on grounds of race, religion, belief, sexuality, age, sex, reassigned gender or disability:

- 3.1. in the arrangements which are made for the purpose of determining to whom it should be offered;
- 3.2. in respect of any terms on which it is offered; or
- 3.3 by refusing or deliberately omitting to offer it to him or her

#### **4. PROVISION OF WORK**

No-one in chambers (whether a member or a clerk) shall discriminate against a pupil or tenant:

- 4.1. in respect of any terms applicable to him or her as a pupil or tenant;
- 4.2. in the opportunities for training, or gaining experience, which are afforded or denied to her/him;
- 4.3. in respect of the distribution of work amongst pupils and tenants;
- 4.4. in the benefits, facilities or services which are afforded or denied to him or her;
- 4.5. by termination of his or her pupillage or by subjecting him or her to any pressure to leave chambers or other detriment.

Angel Chambers' clerks shall not accept instructions on behalf of chambers if the offer of such instructions involves discrimination against any category of barrister within chambers (e.g. a request to instruct a barrister of a specified gender).

#### **5. PARENTAL LEAVE**

Angel Chambers aims to encourage members to return to chambers following parental leave to continue to build successful practices. It seeks to encourage and support members taking time off following the birth or adoption of a child to do so without suffering financial hardship. The policy applies to all members of chambers irrespective of gender.

Angel Chambers has a separate Parental Leave Policy which can be found on our web-site

#### **6. FLEXIBLE WORKING**

Angel Chambers has a flexible working policy which covers the right of a member of chambers to take a career-break, work part-time or flexible

hours or to work from home to enable them to manage their family or other responsibilities or disability and remain in practice.

## **7. EQUALITY MONITORING**

In order to promote equality and diversity within Angel Chambers we shall collect and monitor personal data relating to staff, pupils, barristers and applicants to chambers as to their race, gender and any disabilities. This information is to be used solely for monitoring purposes and is kept entirely confidential in line with our data protection policies.

Angel Chambers has a separate Diversity Data Collection Policy which can be found on our web-site.

## **8. HARASSMENT**

Harassment in any form will not be tolerated at Angel Chambers. Angel Chambers is committed to providing a work environment in which all individuals, clients and the public are treated with dignity and respect. Angel Chambers is determined to promote a work environment in which everyone is treated equally and with dignity and can flourish.

Harassment includes any unwelcome conduct relating to sex, race, disability, gender reassignment, religion or belief, sexual orientation or age. Such behaviour may take many forms including

- conduct which is unwanted by the recipient and perceived as hostile or threatening;
- conduct which gives rise to a hostile or threatening work environment;
- conduct which creates an atmosphere in which it is feared that rejection or submission will be used as a basis for decisions which may have an impact on the recipient at work such as allocation of work or a tenancy

Angel Chambers has a separate Harassment Policy which can be found on our web-site.

## **9. REASONABLE ADJUSTMENTS FOR DISABILITY**

Angel Chambers is committed to making reasonable adjustments in order to remove or reduce substantial disadvantage for disabled people working with chambers or receiving legal services. This applies to clients and visitors to chambers as well as to tenants, pupils and employees.

Angel Chambers is situated within Ethos Building, King's Road, Swansea SA1 8AS within the Swansea SA1 development. Ethos Building has wheelchair access via a ramp to the ground floor and a lift to the office of Angel Chambers on the first floor though conferences can be arranged on the ground floor. Car-parking for visitors in the underground car park to Ethos Building is available by prior telephone booking with the clerks before a conference. A lift is available from the car park. If necessary, a conference can be arranged at a client's home. Instructing Solicitors and direct-access providers should inform chambers' clerks if any other reasonable adjustment needs to be made to the provision of our legal services to accommodate a client or solicitor with any disability.

Angel Chambers has a separate Reasonable Adjustments Policy which can be found on our web-site.

10. Any member of chambers or of chambers' staff that considers that they have been subject to discrimination has recourse to Chambers' grievance procedure. Any other affected person has recourse to Chambers' complaints procedure (as set out on our web-site and within our client care letter, also on our web site).

11. This policy was adopted on 1st January 2013 and will be reviewed every 2 years.

12. Angel Chambers' Equality and Diversity Officer is Alison Donovan. Our Head of Pupillage Committee is Dean Pulling. Our Diversity Data Officer is Gill Heinrich, Chambers Administrator.

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