

## **Equal Opportunities**

New Walk Chambers is committed to equality opportunity for all. It is Chambers policy to treat everyone equally and fairly and we assess candidates for pupillage and tenancy on merit alone, without reference to their background, age, ethnic or national origin, marital status, nationality, racial group, colour, religion or belief, gender, sexual orientation or disability.

### **Equal Opportunities Policy**

1. New Walk Chambers is committed to ensuring that equal opportunities are given to all pupils, members of Chambers and employees. Meaning that all pupils, members of Chambers and employees will be provided with equal opportunities without regard to sexual orientation, race, religious belief, colour, nationality, disability, ethnic or national origin, sex or marital status, age or any other unlawful criteria or circumstance ('unlawful discrimination').

2. We remind all pupils, members of New Walk Chambers that the responsibility to make sure

that there is no unlawful discrimination rests not only with Chambers but also with each member as individuals and claims for discrimination and harassment can be brought against those members personally. Therefore, you must make sure that you do not unlawfully discriminate or assist others in doing so.

### **Obligations**

3. Equal opportunities must be provided without unlawful discrimination:

(a) In recruitment of pupils, members of Chambers and employees. This includes the arrangements made when selecting pupils, members of Chambers and employees, any terms of pupillage or employment provided and in offering or refusing a person tenancy, pupillage, or employment with New Walk Chambers;

(b) In any dealings with or on behalf of this Chambers and pupils, members of Chambers and employees;

(c) In giving access to opportunities for transfer, promotion and training;

(d) In the career development of pupils, junior members of Chambers and employees;

(e) In the terms on which employment or pupillage is offered and in affording access to any benefits, facilities or services;

(f) In ensuring that no pupil, member of Chambers or member of staff is victimised for complaining in good faith of unlawful discrimination or giving evidence about such a complaint;

(g) Harassment of any member of staff, other member of Chambers, client or other is totally unacceptable and will be subject to the Chambers disciplinary procedure;

(h) In the manner in which and the reasons for which employees are dismissed; and

(i) In ensuring that pupils, members of Chambers and employees are not treated unfavourably in any other way.

### **Enforcement**

4. All members of Chambers and pupils are required to comply with this policy.

Failure to do so will result in the implementation of the Chambers disciplinary procedures.

### **Obligation of pupils, members of Chambers and staff.**

5. If at any time during your pupillage at, membership of, or working at Chambers you believe that this policy is being or has been violated by any person, in any manner, we ask that you:

(a) First speak to the person involved directly and ask them to stop their particular conduct;

(b) Raise it with the Chambers' Equal Opportunities Officer. The Chambers' Equality Procedures will apply to any grievance or complaint about the implementation of this policy; or

(c) Otherwise contact the Head of Chambers.

6. The Chambers' Equal Opportunities Officer is responsible for monitoring the effectiveness of this policy.

We are committed to offering opportunities for gaining experience and practice development to all pupils and members of Chambers equally without discrimination.

### **Fair allocation and equal access to of work policy**

Chambers is committed to making sure that all members of Chambers and pupils receive fair allocation and equal access to work. Therefore:

a) Any unnamed work for pupils shall be offered fairly among them.

b) All members of Chambers and clerks are required to comply with this policy.

Failure to do so will result in the implementation of disciplinary procedures (see the Chambers' Equality Procedures).

c) The Chambers' Equality Procedures will apply to complaints or grievances about the implementation of this policy or the treatment of any member of Chambers or pupil in any matter which relates to the allocation of work.

4. If a pupil, member of Chambers or member of staff has a query or concern about this policy or its implementation, he or she should raise it with the Chambers' Equal Opportunities Officer.

New Walk Chambers offers a generous maternity and paternity package in line with the Bar Council/legal requirements of the time and are often much more generous and flexible. Similarly any requests for flexible, part-time working and career breaks are viewed in line with the Bar Council/legal requirements of the time and are considered under that guidance. Each situation is tailored to the individuals needs and circumstances.

New Walk Chambers is situated in a listed building and access can be a problem to some clients. Therefore, where required we can provide parking facilities with prior arrangement and can book a downstairs conference room. We will consider any requests for reasonable adjustments to assist disabled applicants including arranging conferences at other locations including where appropriate, among others, the clients home.

New Walk Chambers takes these commitments very seriously and reviews them regularly.