

TEMPLE COURT CHAMBERS

EQUALITY & DIVERSITY POLICY

Introduction

1. At Temple Court Chambers we are committed to promote Equality & Diversity in all aspects of our work. We ensure that equal opportunities are provided to all individuals working within chambers. Our aim is to provide a working environment and culture which values and recognises difference to ensure that no individual or group is discriminated against.
2. Our policies are in compliance with the Equality & Diversity rules of the BSB handbook. This policy applies to, and will be implemented by all members, pupils and staff of Temple Court Chambers. This means that all individuals working in Temple Court Chambers will be given equal opportunities regardless of age, disability, ethnicity, gender, gender reassignment, identity or expression, marital or civil partnership status, pregnancy and parental leave, religion and belief, sexual orientation and social background.
3. Individuals within Chambers are responsible to ensure that they do not personally or improperly discriminate or assist others in doing so. Claims for discrimination and harassment can be brought against individuals.
4. At Temple Court Chambers we encourage individuals to carry out Equality & Diversity training which will be offered from time to time. Such training will be conducted by an appointed member of the management committee.

Scope

This policy reflects our approach to:

- Recruitment
- Fair access to work
- Service provision
- Harassment
- Complaints & Grievances

Recruitment

Temple court Chambers does not discriminate in the recruitment, selection or retention process of tenants, pupils, clerks and other staff.

Vacancies for any positions within chambers will be advertised on our website and selected job agencies.

All candidates who apply will be assessed solely on their merits and suitability for the role they have applied for. Applicants for pupillage or tenancy will be selected using our selection criteria and no applicant will be discriminated against on grounds of their age, disability, gender identity, marriage/civil partnership, pregnancy and parental leave, ethnicity, religious belief, sexual orientation and social background.

Fair access to work

Temple Court Chambers takes the appropriate and reasonable steps to ensure that the affairs of Chambers are conducted in a fair and equitable manner for all members of chambers, pupils and staff.

Our experienced clerk will ensure that work is fairly distributed amongst counsels and that marketing and networking activities are organised so that pupils and tenants can so far as reasonably practicable , be equally involved.

Service Provision

Temple Court Chambers will not discriminate against any individual with a disability by treating them as being less favourable. We will ensure that reasonable adjustments and measures to assist disabled members, pupils, staff and clients are put in place.

Chambers will make arrangements for alternative accommodation if reasonably practicable to make it possible for the individual and/or group to use and/or provide our services without unreasonable difficulty.

Harassment

Temple Court Chambers does not tolerate harassment by or of any tenants, pupil, clerk and other staff. Examples of behaviour which may amount to harassment are:

- Bullying
- Compromising suggestions, invitations or demands

- Display of offensive materials
- Isolation and exclusion from social networks, events and activities
- Physical or sexual assault
- Verbal abuse or offensive remarks

Any member within Chambers who suffers harassment is advised to address the issue with Chamber's Equal Opportunities Officer in the first instance. If the complaint is of the Equal Opportunities Officer, the member has to raise the issue with the Head of Chambers. The Equal Opportunities Officer/ Head of Chambers will try to resolve the matter in an informal way and if the issue cannot be resolved informally, Chambers formal complaint procedure will be initiated.

Complaints & Grievances

When a complaint is raised, confidentiality is maintained throughout any investigation period as far as possible and appropriate. Complaints will be dealt with fairly and any necessary remedial action will be taken accordingly.

Formal Complaints will be dealt with in accordance with Chambers complaints procedure.

Equality and Diversity Officer

Enquiries and concerns about equality and diversity at Temple Court Chambers should be addressed to our Equal Opportunities Officer, Charles Mannan.

Enforcement

Every individual within Temple Court Chambers is required to comply with this policy and failure to do so will result in disciplinary actions being taken.

If an individual within Chambers believes that any of Chambers' policies have been breached, that individual is advised to:

- Speak to the person involved directly and ask him to stop
- Raise it with Chambers' Equality and Diversity Officer or the Head of chambers who will investigate and take necessary action in accordance with Chambers' constitution.

Reviewing this Policy

The effectiveness of this policy will be reviewed by Chambers' Equality and Diversity Officer annually.