

Serjeants' Inn is committed to being an anti-racist organisation. We recognise the impact of racism and discriminatory behaviours across all levels of society and we accept that our profession is not exempt. We are committed to driving positive concrete change by embedding an anti-racist approach in the way we work and in the services we provide. We therefore aim to provide a working environment and culture which values and recognises difference and tackles discrimination pro-actively in order to ensure that no individual or group is discriminated against on racial grounds.

Both our Chambers Strategy and our Staff Team Objectives feature equality and diversity as a priority and we set out our approach in a number of policies and action plans which reflect and borrow from the legislative framework and the obligations upon Chambers and its members imposed by the Bar Standards Board Handbook and the Bar Standards Board Handbook Equality Rules.

However we recognise that Chambers documentation will not in itself achieve equality and diversity within the set and that a progressive mindset and positive measures are also required to ensure that every individual should be accorded equal dignity and respect and be judged on merit and ability alone, free from judgements or treatment based on racial prejudice or assumptions of collective characteristics. We therefore commit to:

1. educate ourselves through comprehensive training for all barristers and staff;
2. complete a race equality audit;
3. work to enhance the fairness and objectivity of our recruitment processes for pupils, lateral recruits and staff members;
4. review and revise our policies and processes to give E&D new force in fundamental aspects of our operation;
5. maintain a zero-tolerance approach to any form of racism, conscious or unconscious, intended or unintended and condemning all discriminatory behaviour of any kind.

Our Heads of Chambers and our Equality and Diversity Officers will lead these initiatives.