

## Anti-Racism Statement

7KBW:

- Recognises the impact of racism and discriminatory behaviours across all levels of society.
- Recognises that it is unacceptable that anyone experiences racism or discrimination in Chambers or in their interactions with Chambers.
- Recognises the need to identify and remove structural racism within any practice, policy, procedure within Chambers.
- Recognises the collective and personal duty of its members to comply with the Equality Rules of the Bar Standards Board including the core duty not to discriminate unlawfully against any person.

7KBW is committed to the promotion of equality, diversity and inclusion within Chambers and the legal profession. We will continue to review how we work, to encourage inclusion, and to support initiatives that foster diversity.

We commit to:

1. Implementing an action plan to improve anti-racist practice, including a critical analysis of procedures for recruiting, retaining and supporting the progression of barristers from Black, Asian and Minority Ethnic backgrounds.
2. Implementing comprehensive training for all barristers and staff.
3. Completing a race equality audit in compliance with the BSB guidelines.
4. Designing and implementing positive action measures, in particular where our audit shows there is an underrepresentation of, or adverse impact on, people from Black, Asian and Minority Ethnic backgrounds.
5. Taking any necessary steps to address discriminatory behaviour of any kind.

Our Management Committee and Equality and Diversity Officers will take responsibility for these initiatives and review progress periodically.