

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.

7KBW has:

1. Carried out a race equality audit in compliance with the BSB guidelines.
2. Implemented 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.
3. Implemented comprehensive anti-racism training for barristers and staff. For the majority of members and staff, this took place in the first half of 2022.
4. Considered and implemented 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. These measures include:
 - a. Mentoring to support students from non-traditional backgrounds through schemes operated by Combar, IntoUniversity, the Bar Council, City University and the Inns of Court.

- b. Since 2022, participation in the 10,000 Black Interns Scheme, which provides successful applicants with an opportunity to gain experience of life at the Bar;
- c. Since 2022, the use of Rare's Contextual Recruitment System to review applications for pupillage and mini-pupillage in the context of a candidate's socio-economic background.

7KBW is committed to the continued monitoring of the matters the subject of the audit, and will always seek to identify any improvements to its procedures and policies which may assist in promoting the objectives set out above, and enable us to better understand how we can attract even more talented people from Black, Asian and Minority Ethnic backgrounds (as well as other under-represented groups). 7KBW is also committed to taking any necessary steps to address discriminatory behaviour of any kind.

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