

As part of its participation in the Women in Law Pledge, 7 King's Bench Walk has set the following targets, and will report to the Bar Council on its progress in monitoring these.

#### Practice Development

- To seek to ensure a fair and equitable distribution of unassigned work between female and male members of Chambers by monitoring work allocation on a 6 monthly basis and reporting disparities to the E&D Committee.
- To seek to ensure female members of Chambers have equal opportunities to be led on stretching or high-profile cases by monitoring the allocation of such work on a 6 monthly basis and reporting disparities to the E&D Committee.
- To increase access to and participation by female members of Chambers in marketing and speaking opportunities by actively supporting women in Chambers to participate in such opportunities.

#### Pupillage and Retention

- To take steps to increase the proportion of female applicants for pupillage over a 5 year period, by means of reaching out to potential candidates at law fairs, through publicity material, through mentoring and by other initiatives.
- To take steps to increase the number of pupillages offered to and accepted by female candidates over a 5 year period by reviewing Chambers' recruitment procedure and implementation on an ongoing basis.
- To take steps to achieve parity of retention rates between female and male members of Chambers by (i) ensuring equal access to and fair allocation of work, (ii) supporting the use of flexible working, (iii) continued support and mentoring for those returning from a period of parental leave. The E&D Committee will also interview all female members of Chambers who are on / have taken parental leave in the last 3 years to ascertain their views on how their transition back into practice has worked.

#### Training and Awareness

- To increase E&D input into overall Chambers' decision-making and management by encouraging every member of Chambers' decision-making and management bodies to be trained appropriately in: (i) gender equality, diversity and inclusion awareness; and (ii) what constitutes sexual discrimination, sexual harassment and bullying.

#### Chambers' Management

- To continue to encourage female members of Chambers to join Chambers' decision-making and management bodies.
- To seek to employ a female clerk when the next vacancy arises.