

RICHMOND

CHAMBERS

Equality and Diversity Policy

Policy

1. This is Richmond Chambers' written statement of policy on equality and diversity (the **Policy**). References in this document to Richmond Chambers shall include Richmond Chambers Ltd, and a reference to members shall include everyone working within Richmond Chambers.
2. Richmond Chambers is committed to promoting and advancing equality and diversity and to providing a working environment in which everyone is treated equally.
3. Richmond Chambers and its members will not discriminate against any current or potential employees, members, candidates for membership or in the provision of services by its members, on the basis of:
 - 3.1 age;
 - 3.2 religion or belief;
 - 3.3 disability;
 - 3.4 sex;
 - 3.5 gender reassignment;
 - 3.6 race (including colour, nationality and ethnic or national origins);
 - 3.7 sexual orientation;
 - 3.8 pregnancy, maternity or paternity;
 - 3.9 political belief or affiliation; or
 - 3.10 marital or civil union status.

To whom does this policy apply?

4. This Policy applies to all those within Richmond Chambers.
5. All members have a duty to act in accordance with this Policy, and therefore to treat colleagues with dignity at all times, and not to discriminate against or harass other members, whether junior or senior to them.

Scope and purpose

6. Richmond Chambers members will not discriminate on any of the grounds listed at paragraph 3 above.
7. This Policy applies to all aspects of work in Richmond Chambers, including:
 - 7.1 the advertising of jobs and opportunities;
 - 7.2 recruitment;
 - 7.3 opportunities for promotion, training and development;
 - 7.4 benefits, facilities and pay;
 - 7.5 fair access to work to be done by Richmond Chambers' junior barristers and the allocation of unassigned work;
 - 7.6 conduct at Richmond Chambers;
 - 7.7 grievance and disciplinary procedures;
 - 7.8 the termination of employment, including redundancy;
 - 7.9 the termination of Richmond Chambers' junior barrister positions; and
 - 7.10 the provision of services by members.

Breach

8. Allegations regarding breaches of this Policy will be treated in confidence and investigated in accordance with the Relevant Procedure. Any member who make such allegations in good faith will not be victimised or treated less favourably as a result.
9. In serious cases, behaviour that breaches this Policy may constitute gross misconduct and, as such, may:
 - (i) in the case of an employee, result in disciplinary action or summary dismissal; or
 - (ii) in the case of a Richmond Chambers junior barrister, termination of his or her junior barrister contract; or

- (iii) in the case of a barrister member of Richmond Chambers, termination of that member's licence and membership pursuant to clause 9(e) and/or 9(m) of that member's Licence Agreement.
- 10. For the purposes of this Policy "Relevant Procedure" means in the case of complaints concerning Harassment, raising the complaint either: (i) informally, or (ii) formally, with the Chairman of Richmond Chambers or with any other senior member of Chambers; and, in the case of complaints raised under this Policy other than for Harassment, to the Chairman of Richmond Chambers. On receipt of an informal or formal complaint under this Policy, the complaint will be investigated and, if necessary, appropriate action taken.
- 11. For the purposes of this Policy "Harassment" means any form of unwanted conduct relating to a member's age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marital or civil union status, political beliefs, pregnancy, or the exercise of maternity or paternity rights or responsibilities, which has the aim or effect of violating a person's dignity, or which creates an intimidating, hostile, degrading, humiliating, or offensive environment for that person.
- 12. This Policy is not intended to, and does not, create any contractual or other legal rights in or on behalf of any party.

Dated: 1 February 2018