



ANTI-RACISM STATEMENT

1 Chancery Lane is committed to being an anti-racism organisation. We believe this means not merely refraining from acting in a racially discriminatory way, but taking proactive steps to remedy existing and systemic racism within our organisation and in our work.

A key part of that commitment is to create a work environment in which members, pupils, staff and clients from all backgrounds can work free from prejudice and discrimination.

We have taken, and will continue to take, practical action that reflects our commitment. This includes:

- Setting up an Equality and Diversity Committee which meets regularly and whose role includes bringing forward ideas to help us establish and maintain a racism-free environment for everyone.
- Improving our recruitment and training for both staff and members so that 1 Chancery Lane attracts and retains the best talent in our profession from all backgrounds.
- Working with other providers of legal services, specialist consultants and other professionals to ensure that our efforts are informed by best practice.
- Gathering data and evidence and setting targets to provide a solid foundation for our work and as an effective way of measuring both our challenges and our results.
- Joining the 10,000 Black Interns scheme which aims to create a sustainable cycle of mentorship and sponsorship for the Black community by providing paid training and development opportunities.
- Building on the BSB's Anti-Racist Statement and the Bar Council's Framework for Taking Action on Equality, to produce a wider anti-racist action plan, which will include a race equality audit and comprehensive anti-racism training for all members, pupils and staff.
- Signing up to the Bridging the Bar initiative that aims to improve equality of access to mini pupillages across all underrepresented groups.