

Anti-Racism Statement

Outer Temple Chambers is committed to being an anti-racist organisation and to promoting equality, diversity and inclusion within Chambers, the wider profession and society as a whole. This includes ensuring that we provide an anti-racist environment within which all of our barristers and staff can work and flourish, and rigorously challenge any behaviour which threatens this environment.

We recognise our role as a source of access to justice, and recognise too that this brings with it a responsibility to play our part in combatting racism in all its forms. We acknowledge, as individuals and as an organisation, that we need to do more to combat racism and we commit to taking meaningful action to achieve effective change.

We are committed to adhering to the [Bar Standards Board's Anti-Racist Statement](#). We will continue to review the way we work and to support initiatives which help to make our organisation and our profession more diverse. In particular:

- We have recently set up a Diversity and Inclusion Committee, including senior and junior members of chambers and staff, which will meet on a regular basis to discuss and progress work on diversity and inclusion.
- We are drafting a new equality policy.
- We are finalising our equality action plan.
- We have partnered with Bridging the Bar and will be participating in the 10,000 Black Interns programme.
- We are taking steps to:
 - Complete a race equality audit to identify the barriers to race equality within our practice, including by: (a) engaging with members of chambers and staff from minority racial and ethnic backgrounds ; (b) analysing available data on recruitment, work allocation, ethnicity pay gaps and opportunities for development and progression; and (c) critically analysing our procedures for recruiting, retaining and supporting the progression of barristers and staff from minority racial and ethnic backgrounds
 - Design and implement positive action measures where our audit shows an underrepresentation of, or adverse impact on, people from minority racial and ethnic backgrounds.
 - Undertake comprehensive anti-racist training for all barristers and staff.

We will update our commitments once our equality action plan has been developed and our race equality audit has been carried out, so that we can be held accountable for our aspirations.