

SJB Equality & Diversity Action Plan

Action	Notes	Resource need?	Who	Timescale
Senior Level Commitment				
Clarification and promotion of values (Ongoing promotion required)	New values agreed in 2018 – promoted on website, through member and staff inductions, staff appraisal, member PDRs and woven into communications and advertisements.	Ongoing promotion	Everyone driven by Board and SMT	Ongoing
Consideration of Equality in major decision making -	Identify Committees (as well as Board and SMT) where major decisions are made, to embed this practice.		Board, SMT – each to have someone with an equality remit.	
Membership of key decision-making committees				
Training, Awareness Raising				
General Equality, Diversity and Inclusion training for all.	Last major exercise in 2016. All in Chambers completed, and now used as part of staff and barrister induction. Needs renewal.	Refreshing as internal training Use of online presentation through Streams.	HP preparing new training	Aim to complete and sent out Q2/3 2021
Clerks Training on Supporting Members with Work/Life Balance <ul style="list-style-type: none"> • Parental leave • Fertility concerns and treatment • Mental Health 	Series of short guidance documents. Overview training.		HP working in tandem with Senior Clerks	Q3

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<ul style="list-style-type: none"> • Other health problems • Caring responsibilities • Menopause • Gender transition 				
Race Awareness Training (using Bar Council resources)	HP has signed up for the 'train the trainer session'.			Following training from Bar Council
Recruitment & Selection Training – Pupillage Recruitment	Redesigned and delivered in February 2021		HP, AW, CJR and Pupillage Committee	Annually as part of each campaign
Recruitment & Selection Training – Staff and Barrister Recruitment	Derive from above pupillage training and deliver to SMT.		For SMT and others involved in process	
Data Capture Exercises				
Pupillage Recruitment		Pupillage Gateway provide data	HP to analyse Pupillage Committee & Board to Review	Summer 2021
Staff Recruitment		Data gathered in HR department.	HR to analyse SMT	With annual report in January each year
Compulsory Chambers Diversity Data Collection (required at 3 year intervals).	Last completed in November 2019			Next due Nov 2022.

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<i>Could seek to gain non-anonymised barrister data to populate MLC again</i>				
Work Allocation	Reviewing MLC reports to ensure we can capture data in most useful way.		HP	Q2
Barrister Income analysis			P Blackshaw/H Power	Q2
Capture data on 'led work' opportunities and review practice	How is a junior clerk identified? What is the profile of those identified – are there opportunity gaps? How can we best share out such opportunities?		tbc	tbc
Policy				
Review Equality Policy – modernise and ensure meets requirements of BSB and BC.			KMN	Q1/2 2021
Ensure diversity on recruitment panels wherever possible	Ongoing in consideration of panels		Organising SMT member	ongoing
Dignity at Work Policy	Review and refresh		HP/KMN	Q3 2021
Reasonable Adjustment Policy	New separate policy (cross refer in Equality Policy)		HP/KMN	Q2 2021
Flexible Working Policy	Separate Policy for members (cross refer in Equality Policy)		HP/KMN	Q2 2021

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Positive Action				
Bridging the Bar – Chambers involved in this initiative to facilitate mini-pupillages for BAME candidates.	Underway. Good response to call for volunteers to shortlist.		DA leading for SJB	Placements in Summer. Annually and ongoing.
Outreach? - Involvement in careers events for young people in disadvantaged areas/schools. -	To be developed			
Including welcome statements in recruitment advertisements as appropriate.	Included in recent pupillage campaign		HR in conjunction with recruiting lead	As and when