

TEN OLD SQUARE

ANTI-RACISM STATEMENT

Ten Old Square is committed to promoting race equality, diversity and inclusion at the Bar, and to being a pro-active anti-racism community, rooting out racism in all of its forms, whether in plain sight or hidden.

We strive to be a community of members, pupils, staff and clients from diverse backgrounds who work and co-operate together in an atmosphere free from prejudice, discrimination, and marginalisation.

We do not, however, currently reflect the racial mix in the UK. We know it, and we are trying to change this. To that end, here is what we are doing:

- **Access mini-pupillages:** Each year, we offer three of our nine mini-pupillages exclusively to candidates from under-represented backgrounds who fulfil at least one of our access criteria, which include being a refugee or asylum seeker. In addition to a mini-pupillage in Chambers, each access mini-pupil is guaranteed a first round interview should they go on to apply for pupillage.
- **Social mobility mini-pupillage schemes:** We participate in Bridging the Bar, the Inner Temple's Pegasus Access and Support Scheme, and the Middle Temple's Access to the Bar Scheme.
- **Fair recruitment:** We keep our pupillage application process under close and regular review to ensure it is conducted openly and objectively, in accordance with the principles of equality, diversity and inclusion. To that end:
 - all paper applications for pupillage are anonymised to avoid unconscious bias
 - contextual recruiting software is used to adjust candidates' A-level grades
 - over the years we have adapted our selection criteria (and guidance to the markers) where our own analysis of the data has shown Black, Asian or minority ethnic candidates scoring lower on certain criteria
 - all the members of the Pupillage Committee have undertaken fair recruitment and unconscious bias training with an experienced trainer approved by the Bar Council
 - only members of Chambers who have undertaken fair recruitment training are eligible to vote on tenancy decisions
 - Chambers' own data, together with the Pupillage Gateway's anonymised equality and diversity data, is collated and distributed annually to the Pupillage Committee and Equality and Diversity Officers for their consideration and any further action.
- **Fair allocation of work:** Only clerks and members who have undergone approved equality and diversity training are permitted to allocate unassigned work. A computerised system of recording work allocation is used, recording so far as practicable reasons for the allocation of unassigned work. The data is presented to the Management Committee at each monthly meeting and scrutinised at least annually by the Equality and Diversity Officers who deal with any concerns and report to the Chambers' AGM.
- **Schools initiative: Advocate!** With a view to encouraging racially minoritised school pupils to consider careers at the Bar when making A-Level and university course choices, Ten Old Square have developed a series of sessions to be delivered by its members in schools with a high proportion of racially minoritised pupils, focussed on encouraging them to consider careers at the Bar, with fun mock court-room exercises, as well as training in useful skills such as interview technique, public speaking and debating.
- **Anti-racism training:** All barristers and staff will be offered anti-racism training.

- **Chambers UK Diversity and Inclusion Charter:** Ten Old Square is signed up to this global initiative to promote a diverse and inclusive legal profession.
- **Policies:** Reference may be made to Ten Old Square's
 - Equality and Diversity Policy
 - Dignity at Work (Anti-Harassment and Unacceptable Behaviour) Policy
 - Pupillage and Junior Recruitment Policy and
 - Diversity Data Policy

These policies are kept under regular review and enshrine Ten Old Square's commitment to promoting race equality, diversity and inclusion in Chambers (amongst members, pupils and staff) and more widely at the Bar.

If you are a school interested in our Advocate! programme or any other body which would like to collaborate with us in our stated aims, please do get in touch via our Senior Clerk.