
7BR Anti-Racism Statement

Overview

Racism is the major obstacle to racial equality. 'Anti-racism' recognises this and is the active process of identifying and eliminating racism in its many forms - by changing the systems, policies and practices, structures, attitudes and cultures which inhibit racial equality.¹

Organisations should be striving to create a genuine culture of openness and inclusion.² With 14% of the working age population coming from a Black or Minority Ethnic (BME) background, employers must take control and start making the most of talent, whatever their background.³

7BR is committed to being an anti-racist organisation. We aim to achieve an environment whereby all staff, members, clients, pupils, and visitors do not experience on any level any form of harassment, prejudice, discrimination, exclusion or hatred for how they appear, identify, dress, speak or behave.

Equality & Diversity @ 7BR

7BR has made continuous efforts to ensure we have an inclusive and welcoming environment in Chambers. With this objective in mind, Chambers established the Equality and Diversity, Social Mobility and Wellbeing Committee (EDSMWB) in 2019. This is currently headed by our Equality and Diversity Officer - Elaine Banton. The Committee has a broad remit, but within the context of inclusivity and anti-racism, it aims to:

- create an inclusive environment in Chambers;
- encourage Members to challenge racist language and behaviours;
- actively advertise jobs, pupillage and mini pupillages to those from a BAME background.

Bar Council E&D priorities: Access, Retention, Progression

Access

7BR has a history of engaging with improving access to the Bar, and continues to participate and support organisations that enhance this. Such examples include:

- Bridging the Bar

¹ BSB Anti Racism Statement

² McGregor Smith Report

³ Ibid.

- RARE contextualised recruitment
- The Bar Council's 'Race at the Bar' initiative

7BR is dedicated to being an anti-racist establishment and to eradicating all forms of racism within Chambers. We acknowledge that this is not an overnight process, and requires a change in attitudes to how we perceive race. 7BR therefore seeks to engage, listen, and learn from those within the legal sphere and aims to make proactive and meaningful steps to achieve a space that is inclusive and welcoming to everyone at all times.

Retention & Progression

With these principals and objectives in mind, 7BR also pledges to enact the following over the course of 2022 and into 2023:

- providing relevant and high quality training for staff and Members - including unconscious bias training, and challenging discriminatory behaviour from Members, staff, solicitors and visitors alike;
- measuring and managing fair allocation of work;
- mentoring and sponsorship;
- focusing on improving recruitment and training for both staff and members so that we may attract and retain the best talent from all backgrounds, as well as properly reflecting the diversity of the modern society which Chambers seeks to serve;
- gather data, take accountability, raise awareness, examine recruitment, change processes (McGregor Smith Report);
- undertake data reporting;
- set and achieve aspirational targets e.g. 14% BME representation across the staff;
- undertake reverse mentoring;
- remove outdated language on job applications, and utilise name-blind recruitment processes.

Equality and Diversity Officer:
Elaine Banton

Data Diversity Officer:
Caroline Lody

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