

LITTLETON

Anti-Racism Statement

Littleton Chambers is committed to being an anti-racist organisation.

Chambers operates a zero-tolerance approach to any form of racism or prejudice, whether direct or indirect. We are determined to protect our members, staff, pupils and clients from any discrimination, and to work with colleagues across the Bar and clients to remove such behaviours across our profession.

We commit not only to refrain from race discrimination but also recognise, confront, and take other positive steps to address the existing and systemic effects of racism. We recognise the impact of racism and discriminatory behaviour across all levels of society, and the role that all organisations can play in challenging racism and delivering anti-racist practice by changing the system, policies and practices, structures, attitudes and cultures that inhibit racial equality.

Littleton Chambers is dedicated to creating sustainable change. We recognise that it is incumbent upon us to reflect the society we serve. Diversity of membership brings diversity of thought and experience, which can only benefit us, the wider profession, our clients and community.

Chambers has two dedicated Equality and Diversity Officers, as well as an Equality and Diversity Committee who will continue to review how we work and identify and pursue initiatives that further the objectives of this statement.

Alongside the individual work that many members of Chambers and staff undertake to promote equality and diversity across the Bar, as a Chambers we are involved in the following:

- 10,000 Black Interns – we are proud to have been part of the founding committee of this important program designed to promote opportunities for black law students access the profession;
- Bridging the Bar - we are founding partner of this charity committed to equal opportunities and diversity at the Bar. We support Bridging the Bar by participating in their mini pupillage scheme, through which candidates will be able to apply for a dedicated mini-pupillage experience, outside of our normal recruitment process;
- we operate our pupillage recruitment process in line with the Bar Council Fair Recruitment Guide;
- we gather data and evidence to inform our policies and actions, including carrying out diversity and inclusion audits in accordance with the BSB guidelines. We will collect, review and publish diversity data every three years. We regularly review diversity data collected during our pupillage recruitment process;