



ANTI-RACIST STATEMENT

The members and staff of Six Pump Court are committed to being an anti-racist organisation.

All members of Six Pump Court, pupils, staff, and our clients are entitled to a work environment that is anti-racist. That is an environment in which diversity is valued; in which individuals from all backgrounds can work without racism; and in which effective processes are in place to identify and address issues when they arise.

We accept that racism and its effects can happen at any time in any organisation, even amongst those with good intentions, and that measures need to be taken to guard against it.

We further acknowledge that groups remain underrepresented in the legal services sector including specifically at the common law Bar.

As a result, we have determined to take the following key measures:

1. Setting up a Steering Group within Chambers to reflect on issues of race and racism in the legal profession and beyond and to make recommendations to Chambers.
2. To act upon any recommendations received from the Steering Group or otherwise from third parties, including but not limited to the Bar Council and the Bar Standards Board.
3. Gathering relevant diversity data and evidence, including by carrying out a diversity data monitoring exercise as required by the Bar Standards Board.
4. Reviewing all and any such data with a view to establishing and implementing any further necessary measures.
5. Improving our recruitment and training for both members and staff so that we attract the best talent from all backgrounds.
6. Implementing comprehensive anti-racism training for all members, pupils, and staff.
7. Improving our wider engagement with society particularly in relation to those groups that are underrepresented at the common law Bar. To this end, we undertake school

visits to encourage students from minority ethnic backgrounds to consider a career at the Bar; we will continue to do so.

Our Heads of Chambers, Management Committee, Equality and Diversity Officer and Diversity Data Officer are responsible for ensuring that this statement is effective and practically implemented.