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|  | *Your Logo* |  |
| **RACE ACTION PLAN *[DATE]*** | | |
| This word format table can be edited to support Chambers, the Circuits, Specialist Bar Associations, as well as Networks, and individual barristers to identify what actions they can take to respond to the [Race at the Bar](https://www.barcouncil.org.uk/uploads/assets/d821c952-ec38-41b2-a41ebeea362b28e5/Race-at-the-Bar-Report-2021.pdf) report.  **NOTES:**   1. Prioritise – what are the most important areas you need to work on based on the data and evidence that you have available, i.e., is it access, retention and progression, or culture. It is better to do a few things well. 2. Clearly articulate what you want to achieve (what good looks like) – clear objectives/measure progress 3. You are not expected to identify a different action for every recommendation 4. You may already be acting on some of the recommendations – if so great, please include details 5. If your action addresses other protected characteristics as well, mention this. 6. Think in terms of short-, medium- and long-term ambitions 7. Consider who you might want to partner with (e.g., your SBA; Circuit; race-based networks/support organisations to achieve great impact and ensure you are not taking on too much. 8. Be reassured, reviewing and acting on at least some of these recommendations[[1]](#footnote-1) will ensure your chambers is complaint with the [BSB’s Anti Racist Expectations document](https://www.barstandardsboard.org.uk/uploads/assets/47b60611-b334-426f-83fe21b8a3398c24/Anti-Racist-Statement-November-2020.pdf)   **HELP:**  If you would like to help in developing your plan, identifying partners etc., contact [equality@barcouncil.org.uk](mailto:equality@barcouncil.org.uk). | | |

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| **Recommended Actions**  [Based on [Race at the Bar Report](https://www.barcouncil.org.uk/uploads/assets/d821c952-ec38-41b2-a41ebeea362b28e5/Race-at-the-Bar-Report-2021.pdf)] | *In this column identify what action you/your chambers/SBA/Circuit etc. will take against this recommendation* | *In this column assign someone to lead on the work and indicate when you propose to start/complete it* |
| **ACCESS** | | |
| 1. *Target setting and evaluation. Targets for recruitment of barristers from different ethnic minority backgrounds are set and access programmes are properly evaluated against these.* |  |  |
| 1. *Mentoring/Network consolidation and collaboration. We should learn from the experience of, publicise/promote and support successful initiatives that focus on mentoring and interview preparation.* |  |  |
| 1. *Targeted financial support. Consider ways to provide financial support for further expansion of means tested scholarships and grants for students and pupils.* |  |  |
| 1. *Website Bar literature/messaging should demonstrate an authentic commitment to race diversity and inclusion. i.e., a commitment to race, diversity, and inclusion more broadly, which is not only visual but demonstrable in specific actions and tangible commitment* |  |  |
| 1. *Recruitment processes should be improved. Specifically:*     1. *Information/Application pack messaging (Chambers that wish to be more diverse should be explicit about this in their pupillage recruitment strategy and communications)*    2. *Application form weightings (should be reviewed to recognise overcoming adversity, opportunities available to candidates)*    3. *Panel make-up (should be diverse as possible)*    4. *Feedback (as much feedback as possible should be provided at each stage e.g., scoring data)*   *[Bar Council to support chambers with the above by monitoring the impact of existing recruitment tools on diversity and providing additional advice and guidance to chambers where needed].* |  |  |
| 1. *Research unsuccessful applicants from ethnic minority backgrounds. Further research should be undertaken to better understand why candidates from under-represented groups have not been shortlisted/selected for pupillage* |  |  |
| 1. *Careers Resources should be developed to amplify messaging to schools and colleges. Use of media (e.g., films ‘Becoming a Barrister’ etc.) should be considered where asking barristers to visit educational settings is too resource intensive. Those educational settings attended by barristers should be targeted based on the diversity of their students.* |  |  |
| **RETENTION** | | |
| 1. *Target setting and evaluation. Targets for the retention and development of barristers from ethnic minority backgrounds are set and programmes are properly evaluated against these.* |  |  |
| 1. *Barristers income should be monitored at a chambers level by ethnicity and information used to support practice management.* |  |  |
| 1. *Bar Council should establish a methodology and toolkit to support monitoring work allocation/income by race and training/guidance for clerks.* |  |  |
| 1. *Action plans should be developed to address inequalities in income/work distribution by race in chambers and by clients of the Bar* |  |  |
| 1. *Practice Management & Development. The Bar Council should work with chambers to develop practice management resources that recognise the discrimination faced by ethnic minority barristers. We should promote the development of practice management and training for practice managers. We should recognise progress made.* |  |  |
| 1. *Bar Council should encourage the establishment of support and nurturing programmes for (i) New Practitioners; and (ii) Senior Juniors from Black/Mixed Black backgrounds. Programmes should be designed to help participants build and sustain a successful practice. Increased opportunities for mentoring and shadowing are part of this.* |  |  |
| 1. *Improving diversity in clerks’ rooms should be made a priority.* |  |  |
| **PROGRESSION** | | |
| 1. *Target setting and evaluation. Targets for career development of barristers from ethnic minority backgrounds are set and progression programmes are properly evaluated against these.* |  |  |
| 1. *We should develop formal structured sponsorship programs with the core purpose of achieving career-oriented results for Black/Mixed Black barristers.* |  |  |
| 1. *The Bar should campaign for targets to be considered for Panels, Silk and JAC appointments for barristers from ethnic minority backgrounds.* |  |  |
| 1. *Panel, Silk and Judicial Career Pathways for barristers from under-represented ethnic minority backgrounds should be developed.* |  |  |
| 1. *Leadership Career Pathways for barristers from under-represented ethnic minority backgrounds should be developed.* |  |  |
| **CULTURE** | | |
| 1. *We should help signpost and support race-based Networks for barristers.* |  |  |
| 1. *E&D (including race awareness) training. Barristers/Staff and those working with the Bar should undertake regular training on Racism/Anti-Racism. Any barrister taking on a leadership role (in their chambers; SBA/Circuits; Silk or Judicial appointment) should undertake enhanced Equality & Diversity training.* |  |  |
| 1. *Supportive Work Environments. Chambers and Bar based organisations should adopt zero tolerance approach to bullying, harassment or discrimination with effective sanctions, leaders standing up for colleagues etc. and create more inclusive cultures that acknowledge and support difference (social events, marketing, celebrate diverse cultures; take responsibility to proactively understand of the needs/lived experience of those with different backgrounds).* |  |  |
| 1. *Leadership, Representation & Visibility. A targeted and strategic approach should be taken to encourage Black and ethnic minority practitioners to stand/take up leadership positions across the Bar.* |  |  |

1. You will need to include Recommendation 21 here. [↑](#footnote-ref-1)