

Women in Law Pledge

Overview of pledge Commitments:

Target: increase E&D input into overall chambers decision-making and management by ensuring every member has up to date training and E&D is considered in all decision making.

Target: increase women's representation on management committees and in leadership across chambers.

Target: monitor and tackle sexual harassment. An initial survey will create a baseline and repeated annually to ensure interventions including training and visible leadership are effective.

Target: improve Parental Leave policies including reviewing and amending the policy to make it easier for returners, and introducing regular reviews into its effectiveness by E&D Committee.

Target: review and increase the number of cases in which women are led within Chambers by reviewing how led work is allocated and reporting disparities to E&D committee.

Target: increase number of female silks in chambers. One chambers has committed to 5 female members taking silk by 2025 by introducing a silk taskforce. Another has committed to providing support and mentoring for women with potential to progress.

Target: increase access and to and participation by women in marketing and speaking opportunities.

Target: ensure equitable pay and access to opportunities by monitoring work allocation and pay across chambers.

Target: Increase flexible working opportunities and ensure those working flexibly have access to good work and progression.

Target: achieve parity of retention rates between male and female members by ensuring fair allocation of work, availability of flexible working and support.

Target: increase the number of female clerks and practice managers in chambers.