

Anti-Racism Statement

Broadway House Chambers is committed to being an anti-racist organisation. This means that Chambers will ensure there is a zero-tolerance approach to any form of racism that we will not act in a racially discriminatory way, but also that we will take proactive steps to confront and remedy the effects of existing and systematic racism in all its forms in our work and within our organisation. We believe in promoting an environment free from discrimination and prejudice and we are taking proactive steps to assess and address any disadvantage to marginalised groups that pervades through systemic and legacy racism.

To that end, Chambers has produced an action plan through which our dedicated Equality and Diversity Officers in conjunction with our Chambers Director and others will continue to identify and implement steps to improve diversity. We will: monitor and where required improve our recruitment for staff and members of Chambers to ensure that our Chambers reflects society; obtain and analyse our own internal data to enable us to identify any barriers to recruitment, retention or progression, and use this information to set positive targets to address those barriers; work with other organisations, both nationally and on the North Eastern Circuit, to ensure continued education which will inform our own practice and steps we can take towards improving access to the bar. Through internal resources and external providers we will continue to update our training on equality and diversity for members of Chambers and staff and make sure that training is implemented and complied with. We are committed to real and sustainable change and will keep our progress in tackling anti-racist practice under review and challenge ourselves to deliver meaningful action and results.