

Criminal Bar Association **Equality and Diversity**

The Criminal Bar Association is committed to promoting equality and diversity. As part of that commitment, the CBA has launched a mentoring system to help those returning to work after a career break.

The principles of equality and diversity have long been enshrined in the Bar's Code of Conduct and the Bar Council along with associations such as the CBA have sought to develop these principles. The recent report by Lord Neuberger in relation to entry to the bar is just part of that work. It is also increasingly the case that clients such as the CPS or the AG impose their own requirements on those they instruct to demonstrate that they adhere to the principles of equality and diversity. Whilst the general principles are now well established the CBA acknowledges that the practicalities of filling in the CPS report or knowing how to respond to discriminatory instructions may require some guidance. With that in mind we have compiled a series of links to key documents prepared by the Bar Council to assist both the individual practitioner and chambers.

Kim Hollis QC – Equality and Diversity Officer
Eleanor Mawrey- Assistant Equality and Diversity Officer

Mentoring

Returning to work after a career break can be a daunting prospect. Often the break is due to a change in the practitioners' life, such as having a baby or a period of illness. It is therefore for many not simply a question of resuming work as if you had never been away but rather learning to work and manage your career to accommodate these changes. Speaking to someone who has experience similar issues can be of huge assistance. However supportive your chambers and immediate colleagues are it can also be helpful to speak to someone slightly removed with whom you can be completely frank without being concerned of repercussions.

If you are interest in having a mentor, please contact us setting out briefly your reasons so that we can pair you with someone appropriate:

ADolan@BarCouncil.org.uk

If you are interested in becoming a mentor please contact us setting out briefly what experience you could offer to someone being mentored at:

ADolan@BarCouncil.org.uk

Useful Documents

The Code of Conduct, Rule 305.1.

305.1.¹ A barrister must not in relation to any other person (including a client or another barrister or a pupil or an employee or a student member of an Inn of Court) discriminate² directly or indirectly because of race, colour, ethnic or national origin, nationality, citizenship, sex, sexual orientation, marital status, disability, age, religion or belief.

Equality and Diversity Code:

<http://www.barstandardsboard.rroom.net/standardsandguidance/eanddcode/>

Career Break: Things to think about

<http://www.barcouncil.org.uk/guidance/CareerBreakThingstoThinkAbout/>

Maternity/Paternity Leave policies – Things to think about

<http://www.barcouncil.org.uk/guidance/MaternityPaternityParentalLeavePoliciesThingstothinkabout/>

Guidance for chambers responding to potentially discriminatory instructions.

<http://www.barcouncil.org.uk/guidance/guidanceforchambersonrespondingtopotentialdiscriminatoryinstructions/>

AG's Equality and Diversity Expectations Statement

http://www.barcouncil.org.uk/assets/documents/Equality_Diversity_Expectations.pdf

AG's Equality and Diversity Expectations Statement - FAQs

<http://www.barcouncil.org.uk/guidance/AGEqualityandDiversityExpectationsStatementFAQs/>

AG's Equality and Diversity Expectations Statement guidance

<http://www.barcouncil.org.uk/guidance/AttorneyGeneralsCivilandCriminalPanelCounsel/>

and

<http://www.barcouncil.org.uk/guidance/AttorneyGeneralsEqualityandDiversityExpectationsStatementforCivilandCriminalPanelCounselandtheirChambers/>

CPS Equality and Diversity Expectations Statement

<http://www.barcouncil.org.uk/assets/documents/Equality%20Diversity%20Expectations%20Statement%20for%20the%20Bar%20250806.doc>

CPS Equality and Diversity Expectations Statement – FAQ's

<http://www.barcouncil.org.uk/guidance/cpsexualityanddiversityexpectationsstatementfaqs/>

CPS Equality and Diversity Expectations Statement - Template

<http://www.barcouncil.org.uk/guidance/cpsexualityanddiversityexpectationsstatementtemplateforfirstprogressreports/>