



## CBA Wellbeing Policy

October 2017

In recent years, the working lives of Criminal Barristers have changed significantly, giving rise to an exponential increase in the number, nature and levels of stresses to which members are subject. In recognition of the substantially negative impact of these changes on the health and wellbeing of Criminal Barristers and their employees/support staff, the CBA is committed to providing guidance, information and help to members in creating and sustaining safe and healthy working environments.

1. The CBA will promote and protect the wellbeing of its membership at individual, organisational and professional levels. We will seek to incorporate the wellbeing interests of our membership into all CBA work, representations, campaigns, policies and undertakings.
2. The CBA seeks to enable members to create and contribute to healthy working environments for themselves and their employees and to benefit from healthy working practices.
3. The CBA seeks to provide members with appropriate information, resources, representation and support. Our aims include, but will not be confined to;
  - (i) signposting clinical services such as counselling and therapy, GP services, occupational health providers, Employment Assistance Programmes;
  - (ii) education and training;
  - (iii) organising & signposting activities for the promotion of wellbeing;
  - (iv) signposting & providing self-care facilities (eg yoga, qi gong, tai chi, meditation,

massage, mindfulness);

(v) promoting the creation of internal mentoring structures;

(vi) signposting & providing chambers/office policy templates and best practice guidelines;

(vii) confidential support for those undergoing professional complaints/disciplinary proceedings; and

(viii) confidential support for those experiencing bullying.

To these ends, the CBA will work with other representative and regulatory bodies (including the Bar Council, the Circuits, the Inns of Court and the BSB), as well as such third parties (eg; Wellness for Law, LawCare) as the CBA considers appropriate. The above measures will be introduced in an incremental manner, consistent with the resources available to the CBA. Members will be informed periodically of progress and the availability of wellbeing facilities.

#### 4. PRINCIPLES AND OBJECTIVES

##### 4.1 AWARENESS

(i) Awareness of the importance of Criminal Barristers' wellbeing to be raised at professional and systemic levels, such that wellbeing issues are normalised;

(ii) Education and training resources to be available and accessible to, and affordable for, members.

##### 4.2 SAFETY

(i) Working environments to be safe, fit for purpose and supportive of good physical and mental health;

(ii) Criminal Barristers to be able safely to raise wellbeing issues on their own behalf or on behalf of others, confident that appropriate action will be taken and protection provided.

##### 4.3 PREVENTION

Criminal Barristers to have proper access to preventative care.

#### 4.4 CARE

Criminal Barristers to have proper access to services and facilities to support their wellbeing at work.

#### 4.5 FACILITIES

Criminal Barristers to be allowed realistic and reasonable periods in which to undertake their work.

#### 4.6 RESPECT

- (i) Criminal Barristers to be treated with courtesy and respect;
- (ii) Criminal Barristers to be able to expect, and contribute to, a professional culture of trust, honesty and fairness.

#### 4.7 BALANCE

Criminal Barristers to have choices and opportunities to make reasonable arrangements to support a proper balance of professional, personal and family priorities.

### 5. CBA STRUCTURE

The CBA is committed to applying this policy and its underlying principles to the internal structure of the CBA. All employees, officers and executive members of the CBA are entitled to expect that their commitments outside of their work for the CBA will be accommodated as far as is reasonably practicable, in order to promote their wellbeing. This accommodation includes, but is not confined to the following:

#### 5.1 EXECUTIVE MEMBERS

- (i) Four working weeks, including one week over the Christmas/New Year period, and one week over the Easter period, away from CBA work/responsibilities;
- (ii) Access to all wellbeing facilities available to the membership; and
- (iii) Proper support structures and delegation of work.

## 5.2 CBA EMPLOYEES

- (i) A contract of employment setting out their rights to paid holidays, time off in lieu and paid sick leave;
- (ii) Access to all wellbeing facilities available to the membership; and
- (iii) Proper support structures and delegation of work.