

# **Clapham Law Chambers**

## **Equality and Diversity Action Plan**

### **Introduction**

Clapham Law Chambers Equality and Diversity Action Plan identifies key objectives designed to ensure that we continuously improve on our diversity agenda.

The plan will be a living document. It will address issues to ensure that:

- Clapham Law Chambers provides equality in all aspects of its delivery of legal services to its service users, staff and barristers.

Implementing the plan successfully should lead to Clapham Law Chambers providing improved legal services that meet different customer needs and increased service user confidence in us.

### **Responsibilities**

Our Equality and Diversity Officer Errol Reid is responsible for monitoring and measuring the success of our action plan and is accountable to our Management Committee for it.

### **Aims**

The overall aims of the plan are to promote:

- a culture that ensures that equality and diversity is embedded within our policies, processes and systems
- an inclusive business culture that ensures that all members of staff and barristers feel comfortable in the workplace
- good practice in all our dealings with our service users.

These aims are broken down into five areas:

- raising the profile of equality and diversity
- equality audits
- data collection
- barrister engagement
- service user

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<b>Raising the profile of equality and diversity</b>	<b>Equality audits</b>	<b>Data collection</b>	<b>Barrister engagement</b>	<b>Service user</b>
We will:	We will:	We will:	We will:	We will:
<p>make sure that our Equality and Diversity Officer is accountable for equality issues and gets the appropriate support and the resources to help him fulfil his role,</p> <p>make sure that our Equality and Diversity Officer undertakes the appropriate training Equality and Diversity training,</p> <p>make sure that the members of our Management Committee undertakes the appropriate Equality and Diversity training,</p> <p>make sure that the our Practice Manager Committee undertakes the appropriate Equality and Diversity training,</p> <p>make sure that our Senior Clerk undertakes the appropriate Equality and Diversity training,</p> <p>make sure that our processes identify and consider equality and diversity issues in all our developing policies and procedures.</p>	<p>complete an equality audit of all Clapham Law Chambers policies publish the results and take steps to address any issues that arise.</p>	<p>collect and publish our diversity data.</p>	<p>provide in-house Equality and Diversity training.</p>	<p>publish our diversity data through our website,</p> <p>make sure that a copy of our Equality and Diversity policy is available if requested..</p>