



Updated: 26/4/24

Anti-Racist Statement



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Executive Summary

1. 4KBW has a commitment to equal opportunities, to challenging racism and to combat discrimination. We are committed to being anti-racist and to combatting racism. The ethos of 4KBW is both to ensure that members and staff refrain from acting in any manner that is or could reasonably be considered to be, racially discriminatory, and to take active steps to eliminate or reduce insofar as is possible any existing overt, unconscious, systemic or other forms of racism throughout our work and Chambers.
2. This Anti-Racist Statement is intended to incorporate and supplement the [BSB's Anti-Racist Statement](#) and the Equality, Diversity and Social Mobility Committee (Race Working Group) of the Bar Council's [Guide to taking action on Race equality in a chambers context](#). However it is intended in particular to relate to 4KBW's specific approach to the challenging of racism. It is intended to be visible to members of Chambers, staff, and the public, to make clear our commitments to address race inequality in all forms.

Commitment

3. Chambers has a strong commitment to equal opportunities. This means, amongst other things, being, as an organisation, anti-racist and anti-racism, in all forms.
4. 4KBW strives to ensure that for all working within the organisation, the work environment is one in which all involved, members, pupils, staff, clients and visitors are free from all forms of prejudice, conscious or unconscious, bias, discrimination or marginalisation.
5. 4KBW believes that anti-racist and anti-racism approaches involve an understanding of the systemic nature of racial prejudice and the need for an active approach to avoid the application of that systemic prejudice on a conscious and unconscious level in all aspects of our work. 4KBW is committed to ensuring that all that work within the organisation work towards that goal.

Aims

5. 4KBW's approach includes the following aims:
 - Identifying any systemic elements in our policies, practices and approach that are or could reasonably be seen to be discriminatory;
 - Monitoring diversity within Chambers and keeping under review the Equality and Diversity Policy;
 - The Chambers Management Committee including the Equality and Diversity Officer, with the provision of regular updates;



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- Providing training to members and staff on equality, diversity, equal opportunities, and conscious and unconscious bias

Achievements

6. 4KBW has implemented the following:
 - Training as set out above;
 - A Chambers-wide commitment to address inequalities including in respect of race;
 - Joined the 10,000 Black Interns Scheme;
 - Worked with Bridging the Bar

Ongoing Matters

7. 4KBW will continue to strive to ensure tolerance, respect and equality for all, regardless of any protected characteristic. It is the intention of 4KBW to build on the matters set out in this Anti-Racist statement and to keep it periodically under review.