



The Women in Law pledge – Barristers/Chambers

This pledge is a commitment to work together to harness the power of gender equality to transform the business of law.

My organisation pledges to promote gender equality by:

1. Having a named member of our senior leadership team/management committee who is accountable for gender diversity and inclusion;
2. Setting specific gender targets at leadership level and at other levels as appropriate;
3. Considering the differential outcomes for different groups of women at all levels of the organisation e.g. their background, identity and range of experiences;
4. Developing an action plan to achieve gender equality in our senior management and leadership teams;
5. Committing at senior level to tackle sex discrimination, bullying and sexual harassment in the workplace;
6. Committing to tackle workplace culture and bias that may result in differential outcomes in the workplace;
7. Making public our pledge and sharing our targets and action plan;

Name of Organisation/Advocate: 3 Hare Court

Sector/Industry (e.g. Barristers' Chambers): Barristers' Chambers

Senior Lead accountable for commitment (including contact details): Tom Poole

Please provide a summary of the activities you intend to carry out in order to support the pledge and how progress will be monitored.

1. The Equality & Diversity Officer shall appoint a member of the Equality & Diversity Committee to act as Gender Diversity & Equality Rep. The Gender Diversity & Equality Rep will report to the Committee on the progress towards, and attainment of, the targets set out below on at least a six monthly basis.
2. To task the Equality & Diversity Committee with monitoring the progress towards, and attainment of, the above aims on at least a six monthly basis.
3. To resolve that the Equality & Diversity Officer is entitled to membership of the Management Committee ex officio.

4. To resolve that there should be at least one female member on all committees within Chambers, including the Management Committee, and any other ad hoc or standing committees established from time to time.
5. To monitor equal access to and fair allocation of work in chambers and ensure a fair and equitable distribution of unassigned work, including led and leading work on chambers' most significant or high profile cases, between female and male members of Chambers.
6. To monitor equal access to marketing and business development opportunities, including but not limited to, introductions to clients and to ensure fairness between female and male members of Chambers.
7. To review chambers Equality & Diversity policy and, if necessary, amend to ensure it identifies chambers' equality aims and covers, amongst other things, gender equality, diversity and inclusion, including consideration of the differential outcomes for different groups of women (depending on, amongst other things, race, disability, sexual orientation, and background).
8. To review the last 5 years' retention and recruitment of staff, members and door tenants to identify if this reflects chambers' ambitions to have a diverse composition of workforce.
9. To achieve parity of retention rates between female and male members of Chambers by ensuring equal access to and fair allocation of work, availability of flexible working and support.
10. To email members of chambers, staff and pupils inviting them to speak openly and, if desired, confidentially, about Equality & Diversity issues with the Equality & Diversity Committee on an open door policy basis on a six monthly basis.
11. To investigate whether there is a gender pay gap. Equality & Diversity Committee to be tasked with considering appropriate parameters for this investigation and, if necessary, appropriate remedial steps.
12. Conduct annual reviews of marketing expenditure per member (insofar as is possible) to ensure equality aims are being achieved through marketing support.
13. Review what Equality & Diversity training has been undertaken by all members of Chambers and staff and, if appropriate, arrange attendance at such training, which should include training in (a) gender equality, diversity and inclusion and awareness, and (b) what constitutes sexual discrimination, sexual harassment and bullying.
14. Finalise the new flexible working policy and put to Chambers vote.

15. To publicise Chambers' commitment to the pledge, and where appropriate, to publicise the individual targets.
16. To add (where necessary) the above mentioned aims to Chambers' Equality Action Plan.
17. To report to the Bar Council annually on progress.