

## Anti-racism statement

Atlantic Chambers condemns racism in all its forms and is committed to creating and maintaining an inclusive environment, free from racism and all forms of discrimination for all of our members, their clients, our employees and others who work with and visit Chambers.

Chambers commits to undertaking the following actions to support this:

1. Impressing upon our employees and members our values, and offering a friendly, supportive and respectful environment to all.
2. Promoting our Equality Policies to be clear and consistent about what behaviour can constitute discrimination, including bullying, harassment and victimisation and that it will not be tolerated.
3. Refreshing our equality, diversity and inclusion training for all pupils, members and employees and implementing specific Race Awareness Training (based on the guidance from the Bar Council's Race Working Group).
4. Continuing to audit race equality in Chambers through a number of actions including: surveying members; analysing data on recruitment of pupils, members, and staff; analysing data on the distribution of unallocated work and income; and considering the membership of internal committees.
5. Taking positive actions to improve race equality and representation, where these are found to be deficient.
6. Continuing to take positive action to encourage applications from under-represented groups to apply for pupillage at Chambers and ensuring our Pupillage Committee and other recruiting managers are trained in fair recruitment processes to best support equality of opportunity in our recruitment process.
7. Continuing to support positive initiatives such as "Bridging the Bar" to improve equality of access to opportunities to gain work experience to support a career at the Bar