



Anti-Racist Statement

Liverpool Civil Law is committed to being an anti-racist organisation and there is a zero-tolerance approach to racism. Chambers is committed to ensuring that there is no possible structural racism within any practice, policy, or procedure within Chambers. It is unacceptable that anyone within Chambers or elsewhere experiences racism or any form of discrimination, such being in line with the requirements around the Protected Characteristics of the Equality Act 2010, and in turn the provisions of Article 14 of the European Convention on Human Rights.

Liverpool Civil Law has a duty to promote diversity and equality within Chambers and its members have a core duty not to discriminate against any person or organisation or business in line with the above – be that Chambers employees, other Barristers in Chambers, Solicitors, Lay Clients, Service Providers to Chambers etc.

Liverpool Civil Law embraces the role that it can play in challenging racism and delivering anti-racist practice by incorporating the Equality Rules of the Bar Standards Board (BSB).

We have considered our approach, in consultation with all relevant materials published by the BSB, and have:

- Continued to ensure fair recruitment processes for Pupillage, Tenants and staff to ensure equality is maintained.
- Committed to training all Chambers staff and its members on anti-discriminatory practice and capacity to create inclusive working cultures.
- Integrated anti-discriminatory competencies into our staff performance frameworks and staff inductions.

We have been and continue to be committed by ensuring that Liverpool Civil Law has an anti-racist environment within which all our barristers and staff can work.