

Anti-racist Statement

Four Brick Court is committed to ensuring fairness and equality and does not tolerate racism. We are anti-racist and celebrate the rich diversity of our barristers, staff, and the people we represent. As a values driven chambers we are committed to social justice.

Anti-racism goes beyond thinking racial prejudice is wrong; it understands that racism is systemic across all structures of society. It accepts that truly dismantling racism requires us all to work towards change. Racial inequality exists and we accept we must play an active role in championing change addressing societal, systematic, and everyday racism within our profession and the wider community.

Our aim is for chambers to properly reflect the diversity of modern society which will lead to enhancing the provision of the best representation possible for our clients. To reflect this commitment and drive progress forward Four Brick Court has this year established 'Law Together' a programme of work to contribute towards sustained change which is adopted in our constitution.

This includes:

- Partnering with ROK working within secondary schools to encourage and mentor students from disadvantaged backgrounds to access legal and other professions.
- Joining the 10,000 Black Interns Scheme by providing paid mini pupillages.
- Working with Bridging the Bar to provide mentors and mini pupillages
- Joining Inner Temple PASS scheme to improve access to the profession.

Achievements to date:

- Adopting a chambers wide commitment to address issues of race.
- Setting up our 'Law Together' working group to drive the project forward.
- Building on the BSB's anti racist statement and the Bar Council's Framework for Taking Action on Equality to provide a wider anti racist plan which includes regular equality audits.
- Focusing on improving our recruitment and training for both staff and members so that chambers recruits the best talent from all backgrounds.
- Invested in new programmes and systems of data gathering to monitor equality in the allocation of work.
- Regular revision of our Equality and Diversity Policy.
- Chambers' Equality and Diversity Officer is a member of the Management Committee providing regular updates on progress and policy.
- Diversity data is collected on an annual basis.

Four Brick Court is Committed to real and sustainable change, and we will continue to monitor and update our anti-racist practice by reviewing and reflecting on its progress on an ongoing basis.