



Anti-Racist Statement

Amethyst Chambers is committed to being an anti-racist organisation and we fully endorse the [BSB's Anti-Racist Statement](#) and the [Bar Council's Framework for Taking Action on Equality](#). Amethyst Chambers has a zero tolerance approach to racism.

We aim to ensure that members of chambers, including door tenants and staff behave in a way which promotes equality and inclusion in all aspects of our daily work. Chambers does not tolerate discriminatory behaviour from members, staff or service users. We strive and aim to eliminate racism and discrimination in all their forms and aim to provide a working environment free from these, especially where there are limits to advancement due to systemic barriers.

As a modern chambers established in 2010, we have always put at the front of our minds the advancement of ethnic minorities. Chambers is aware of the vast amount of talent in the ethnic minority community and has made every effort to tap into and embrace this vast resource of skills and potential which has gone unrecognised for far too long. Our community outreach programme has seen numerous mini- pupillages offered since 2010. Further, we have worked and continue to work with the local Citizens Advice in Bromley, local church organisations in Tottenham, Brixton and Mottingham, and have arranged placements for students from local schools in Kent and South East London in our effort to bridge the gap between ethnic minorities and the Bar.

In our ongoing commitment to delivering on the above aims and in compliance with the BSB's Anti-Racist Statement, Amethyst Chambers:

- i. Has established regular reviews of our practices and procedures to ensure that all members and staff feel valued and have the same access to services, advancement and progression in their careers.
- ii. Is working towards a race equality audit and, should any deficit be identified, will take the necessary steps to remedy these.
- iii. Continues to provide training and opportunities for ethnic minorities wishing to enter the legal profession, and will implement "positive action measures" where appropriate.
- iv. Ensures our support staff are properly trained in anti-racist and anti discriminatory practices to make sure all members, staff, clients and users of chambers have positive experiences, free from any form of discrimination.
- v. Aims to extend our outreach programme to include more local schools, focusing on ethnic minorities in our efforts to bridge the gap between the Bar and ethnic minorities.
- vi. Regularly reviews staff competencies on anti-racism and anti-discriminatory practices and procedure to ensure that chambers complies with BSB requirements.

We are resolute in our commitment and chambers' Management Committee will take responsibility for these initiatives and will monitor progress.

If you have any questions or concerns about this policy, please contact mgmt@amethystchambers.com.