

## Equality, Diversity, and Inclusion Statement

The Inn is committed to diversity, openness, and inclusion. We will work to create a diverse and inclusive environment for our members and employees, in which everyone feels welcomed, supported and confident about being themselves whatever their characteristics or background. Through our actions and our example, we will encourage equality, diversity, and inclusion at all levels of the profession.

Diversity of opinion and of backgrounds underpins the independence of the Bar. But diversity can only flourish in an inclusive environment. We recognise that we have an important role in shaping the future composition of the Bar by educating and supporting our students. This gives us both a special responsibility and an exciting opportunity to advance diversity and inclusion within the profession.

This statement is our commitment to how we will model the behaviours that we promote.

### What we think

- We will achieve the Inn's purpose by improving and continuing to advance diversity and inclusion.
- Each level of our membership should reflect a diverse range of backgrounds, experiences, views, and perspectives.
- We recognise and value the unique characteristics and backgrounds of our members and have a responsibility to understand their individual experiences and needs.
- We should raise awareness about under-represented groups and the issues they face while working to improve representation within the profession.

### What we will do

- We recognise that talent is widespread, but opportunity is not. We will create, promote, and encourage opportunities in the Inn and profession for people who are under-represented.
- We will create an inclusive culture in which everyone - regardless of background or identity - can reach their full potential.
- We will work to ensure that the Inn is an environment in which everyone is valued and respected, free from harassment and discrimination.
- We will listen and be open to discussion, so that members feel comfortable in expressing independent views in the expectation of open conversation.

### How we will do it

- We will be proactive in tackling discrimination and disadvantage in all forms within the Inn and will work with those who share our views in addressing issues across the profession.
- We will proactively identify, challenge, and eliminate unfair and inappropriate barriers and behaviours in our policies, processes, and decision-making.

- We will encourage those from the widest possible range of identities and backgrounds to consider a career at the Bar and support them in doing so.
- We will continue to support the work of our many members and other organisations who share our goal of developing a more inclusive Bar.

Our EDI Action Plan will prioritise the steps needed to deliver this statement of intent. We will monitor progress, keeping both the Action Plan and this Statement under review.