

Anti-Racism Statement

Cornerstone Barristers is committed to being an anti-racist organisation. We commit not only to refrain from race discrimination but also to recognise, confront, and take other positive steps to address the existing and systemic effects of racism.

We believe that there can be no place for racism in our society. The Bar in general, and our organisation in particular, cannot enjoy the support of the public unless we reflect its plurality. Furthermore, the legal profession is at its strongest and most effective when it recruits from the widest pool of talent and ensures that its policies, practices and culture encourage diversity and dignity in the workplace.

In accordance with our commitment and beliefs we will continue to promote equality, diversity, and inclusion within our organisation and the wider legal profession. We will continue to review how we work and identify and pursue initiatives that further the objectives of this statement.

To this end, we:

- have set up, with five other sets of chambers, a mentoring scheme for undergraduates and graduates to encourage underrepresented groups to consider a career at the Bar;
- have joined the 10,000 Black Interns scheme which aims to create a sustainable cycle of mentorship and sponsorship for the Black community by providing paid training and development opportunities;
- provide regular equality and diversity training and are undertaking a regular programme of anti-racism training for members and staff;

- gather data and evidence to inform our policies and actions, including by carrying out a diversity and inclusion audit in accordance with the BSB Guidelines. We will collect, review and publish diversity data annually. We will regularly review diversity data collected during our pupillage recruitment process;
- invest in annual fair recruitment training which includes a review of our recruitment procedures to ensure chambers attracts and retains the best talent from all backgrounds;
- will formulate and implement appropriate positive action measures to address underrepresentation of individuals from minority ethnic communities, having regard to potential obstacles to their participation prior to recruitment, at recruitment and in practice.

Our Chambers Management Committee, Chief Executive and Equality and Diversity Officers will take responsibility for these initiatives and keep them under review.