

## Section 3: Equality Objectives

### Equality Objectives (s.3 Equality Act 2010 (Specific Duties) Regulations 2011)

18. The BSB has six Equality Objectives set out below for the period 2017-19 which focus both externally on the profession and internally on those working for the BSB. They are based upon statistical evidence, research, and Equality Impact Analyses. The Objectives were developed by the BSB E&A Team in partnership with the BSB Equality Champions, external subject matter experts, Board members, the Senior Management Team, and external stakeholders.
19. A number of key equality themes have emerged: **Diversity at the Bar; Access to the Profession; Increasing Access for Diverse Consumers; and BSB Internal Practices**. It is in these areas that the BSB's new Equality Objectives have been developed. The Equality Objectives are to:
  - i. Address the causes of discrimination experienced by those with protected characteristics at the Bar.
  - ii. Reduce the barriers to progression and retention, and improve social mobility.
  - iii. Improve our understanding of the diverse experiences of students training for the Bar.
  - iv. Increase equality of access to the profession.
  - v. Improve Access to Justice for vulnerable clients, with a focus on immigration and young people.
  - vi. Embed Equality and Diversity best practice across all BSB departments.
20. The table below presents how the Objectives will be delivered through a SMART (specific, measurable, achievable, realistic and timely) action plan.

## Equality Objectives January 2017- March 2019

### Diversity at the Bar

Equality Objectives:

**1. Address the causes of discrimination experienced by those with protected characteristics at the Bar.**

**2. Reduce the barriers to progression and retention, and improve social mobility.**

Focus	Actions	Completion
<b>Women</b>	Conduct workshops with barristers to inform strategies to reduce discrimination and barriers to retention/progression.	September 2017
	Produce a report of findings with associated action plan.	November 2017
	Implement the action plan.	December 2017-19
<b>Protected Characteristics</b>	Conduct research with the profession to develop an evidence base that informs strategies to reduce discrimination and increase Positive Action in the profession.	June 2018
	Report the findings with an associated action plan.	August 2018
	Implement the action plan.	March 2019
<b>Race</b>	Host a roundtable with race equality organisations to identify specific approaches for regulation in improving race equality in the profession.	October 2017
	Report on outcomes and produce an action plan.	December 2017
	Implement the action plan.	March 2018 – March 2019

<b>Access to the Profession</b>		
<b>Equality Objectives:</b>		
3. Improve our understanding of the diverse experiences of students training for the Bar.		
4. Increase equality of access to the profession.		
<b>Focus</b>	<b>Actions</b>	<b>Completion</b>
<b>Bar Student Experience</b>	Undertake targeted research in order to understand the experiences of students with the following protected characteristics: BME, women, disabled and, and in addition, those from lower socioeconomic backgrounds.  Use research findings to inform decisions for Future Bar Training (FBT) regarding increasing access.  Produce and publish findings of the research.	July 2017
	Undertake qualitative research in order to assess how training providers' equality policies can have a positive impact on student experience.	January 2019
	Produce a report and work with providers to identify and influence best practice.	March 2019
<b>Increasing Access for Diverse Consumers</b>		
<b>Equality Objective:</b>		
5. Improve Access to Justice for vulnerable clients, with focus on immigration and young people.		
<b>Focus</b>	<b>Actions</b>	<b>Completion</b>
<b>Increasing Consumer Access</b>	Develop a framework for barristers to identify, and improve best practice with, vulnerable consumers.	March 2018
	Produce guidance for immigration consumers on accessing barrister services, including guidance for intermediaries.	April 2018
	Improve the quality of advocacy available to young people by clearly defining what constitutes competent youth court advocacy.	April 2017
	Publish an accessible guide for young people about what to expect in youth court proceedings.	May 2017
	Compulsory registration for advocates undertaking youth court work.	March 2018

<b>BSB Internal Practices</b>		
<b>Equality Objective:</b>		
<b>6. Embed E&amp;D best practice across all BSB departments.</b>		
<b>Focus</b>	<b>Actions</b>	<b>Completion</b>
<b>BSB Internal Practices</b>	Each BSB department develops E&D SMART action plans annually.	May 2017
	Anti-Discriminatory training and Vulnerability training for all staff.	October 2018
	Anti-Discriminatory training for managers and leaders.	Sep 2017
	EIA training for Equality Champions.	January 2018
	Host four E&D Knowledge sharing sessions.	March 2019
	Analyse staff surveys for any potential E&D issues and agree appropriate actions to address them.	May 2018
	Review Board diversity data and produce an action plan to address any areas of underrepresentation.	Review February 2017 Action Plan February 2017 Action Plan implemented March 2017