

3. Equality Objectives

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

21. We have five Equality Objectives for 2020 to 2022 which focus externally on the profession and internally on the BSB. Our Equality Objectives are based on evidence, quantitative and qualitative research, equality impact analyses and engagement with a wide range of internal and external stakeholders.

Equality Objective 1.

Address the causes of discrimination and harassment at the Bar because of a protected characteristic.

Focus	Actions	Completion
Disability	Engage with disability experts and representatives of the BSB, to influence regulatory good practice.	February 2021
	Publish three good practice case studies about inclusion of different types of disability at the Bar.	April 2021
Race	Engage with race equality experts and representatives of the BSB, to influence regulatory good practice.	October 2020
	In conjunction with the Race Equality Taskforce, deliver the agreed action plan that includes publishing three good practice case studies, and piloting a reverse mentoring project with members of the Taskforce and Black and Minority Ethnic (BAME) people who are training for the Bar.	April 2021
Bullying, discrimination and harassment	Undertake qualitative research about bullying, discrimination and harassment at the Bar with a focus on sex, race, sexual orientation and disability.	December 2020
	Produce a report including recommendations to achieve good regulatory practice in addressing bullying and harassment, with a focus on our systems for reporting.	March 2021
Protected characteristics	Engage and consult stakeholders from across the profession and with a range of protected characteristics, to support the review of the Equality Rules of our Handbook. ²	March 2022
	Develop and implement strategies to improve diversity data monitoring across all diversity characteristics.	October 2021

² This project and its timescales are aligned with the wider project to review our Handbook.

Equality Objective 2.**Review the role of regulation in improving the wellbeing of members of the profession.**

Focus	Actions	Completion
Wellbeing	Engage wellbeing stakeholders to identify the specific role of regulation in addressing wellbeing challenges at the Bar, and develop policy recommendations.	July 2021

Equality Objective 3.**Review the role of regulation in improving access to justice.**

Access to justice	Engage with access to justice organisations and produce recommendations about the role of regulation in improving access to justice.	January 2022
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Equality Objective 4.**Improve the implementation of equality and diversity policies with vocational training AETOs.**

Differential attainment in training for the Bar	Update our “Differential Attainment at the Bar Professional Training Course and Pupillage” research to create a baseline on differential attainment, since changes were made to centralised assessments at the vocational stage of training for the Bar, under our Future Bar Training programme.	December 2020
Good E&D practice at the vocational stage of training for the Bar	Work with vocational training Authorised Education and Training Organisations (AETOs) to embed good equality and diversity practice for Bar students.	February 2022

Equality Objective 5.

Embed equality and diversity good practice across all BSB departments.

BSB internal practices	Publish a summary of our workforce and Board diversity, to lead by example.	May 2020
	Update the BSB website to effectively present the case for good equality and diversity practice, at the Bar.	June 2020
	Deliver training for all BSB staff on anti-discriminatory practice and inclusive disability practice.	March 2022