

# BAR STANDARDS BOARD

REGULATING BARRISTERS

## BSB Women at the Bar Action Plan May 2018 – Dec 2019

Regulatory Focus	Actions
<b>BSB Handbook</b>	<ol style="list-style-type: none"> <li>1. Undertake equality impact analysis (EIA) of the Equality Rules with a focus on: <ul style="list-style-type: none"> <li>• <i>Work allocation</i></li> <li>• <i>Rent changes</i></li> <li>• <i>Visibility of equality and harassment policies</i></li> <li>• <i>Opportunities for exit interviews</i></li> <li>• <i>Recording and reporting numbers of complaints and the outcomes.</i></li> </ul> <p>For the EIA, we will engage with stakeholders: members of the Bar (through a survey and directly), Bar Council, Specialist Bar Associations, Association of Women Barristers, Institute of Barristers' Clerks, and Legal Practice Management Association.</p> </li> <li>2. Review how the BSB's approach to supervision can encourage equality and diversity best practice.</li> <li>3. Review how the BSB's approach to enforcement can take account of equality and diversity best practice.</li> </ol>
<b>Guidance (produced either by the BSB or Bar Council)</b>	<ol style="list-style-type: none"> <li>4. Engage the Bar Council Equality and Diversity Officers (EDO) network to explore enhancement of their role. Review and update guidance for EDO roles.</li> <li>5. Explore the development of a return to work 'framework' and exit interview best practice guidance for Chambers with the Bar Council.</li> <li>6. Building on the work of the Bar Council, produce regulatory 'plain English' guidance on how to respond to discrimination/harassment at the Bar, including, more detailed guidance about reporting frameworks (particularly with regard to complaints about senior members/managers).</li> </ol>
<b>Engagement &amp; partnership</b>	<ol style="list-style-type: none"> <li>7. Engage with Institute of Barristers' Clerks and Legal Practice Management Association to explore how best practice can be influenced.</li> <li>8. Engage the Bar Council, Inns of Court and Queen's Counsel Appointments to explore best diversity practice in work allocation with regard to QCs selecting juniors.</li> <li>9. Work with partners to explore the mentoring schemes that currently exist across the Bar to identify gaps in programmes, guidance and promotion.</li> <li>10. Work with the Judicial Office to raise awareness of work/life balance issues at the Bar.</li> </ol>