

8 New Square Anti Racist Statement

8 New Square Intellectual Property is committed to being an anti-racist organisation. We make this statement in accordance with the Bar Standards Board approach to anti-racism and to demonstrate our intention both to hold ourselves accountable and to allow ourselves to be held accountable by the wider community.

We operate a zero-tolerance approach to any form of racism or prejudice, whether direct or indirect. 8 New Square is determined both to protect its members, staff, and clients from any discrimination, and to work continuously with the rest of the Bar and our fellow IP colleagues and clients to remove such behaviours across our profession.

We understand that equality and diversity requires an understanding of intersectionality and of the structures within which we, at the Bar, and the rest of society operate. As a Chambers, we understand that this commitment requires us not just to refrain from acting in a discriminatory way, but also to take appropriate proactive steps to confront and address the effects of racism in all its forms both internally and externally.

We are pleased to be able to say that, alongside the individual work that many members of Chambers and staff undertake to promote equality and diversity across the Bar, as a Chambers we are involved in the following schemes:

- a. IP Inclusive;
- b. Bridging the Bar's mini pupillage scheme – as a sponsor, as a partner and mentoring;
- c. 10,000 Black Interns Programme;
- d. Equality and Diversity and Fair Recruitment training for all members of chambers and staff;
- e. Anti-Harassment and Bullying training for all members and staff;
- f. Fair allocation of work training for Chambers' lead members; and
- g. Race Awareness Training for all members of Chambers and staff.

We also undertake careful monitoring of instructions, recruitment, and retention to ensure that any concerning trends are recognised, investigated and addressed.

In our work with the BSB to combat racism at the Bar, we have made a deliberate effort to involve the experience of all members of Chambers, and particularly those from minority backgrounds. The long-standing Chambers Equality, Diversity & Wellbeing committee meets regularly to discuss any issues that arise, and a temporary sub-committee was formed to help with the BSB's anti-racist work. Whilst we can always do more, we believe that 8 New Square and its members are well under way with the work necessary to promote our anti-racist agenda.

We will continue to monitor guidance from the Bar Council and the Bar Standards Board with a view to ensuring that we remain at the forefront of the Bar, both in our legal acumen and client service, and in our approach to equality and diversity. We welcome any comments, suggestions and offers to collaborate from members of the Bar and the wider community on this subject and will treat such approaches with sensitivity.