



The Women in Law pledge – Barristers/Chambers

This pledge is a commitment to work together to harness the power of gender equality to transform the business of law.

My organisation pledges to promote gender equality by:

1. Having one named member of our senior leadership team/management committee who is accountable for gender diversity and inclusion;
2. Setting specific gender targets at leadership level and at other levels as appropriate;
3. Considering the differential outcomes for different groups of women at all levels of the organisation e.g. their background, identity and range of experiences;
4. Developing an action plan to achieve gender equality in our senior management and leadership teams;
5. Committing at senior level to tackle sex discrimination, bullying and sexual harassment in the workplace;
6. Committing to tackle workplace culture and bias that may result in differential outcomes in the workplace;
7. Making public our pledge and publishing our targets and action plan;

Name of Organisation/Advocate:

4 New Square

Sector/Industry (e.g. Barristers' Chambers):

Barristers' Chambers

Senior Lead accountable for commitment (including contact details):

Lizzy Stewart, CEO/Senior Clerk, l.stewart@4newsquare.com, 0207 822 2032

Please provide a summary of the activities you intend to carry out in order to support the pledge and how progress will be monitored.

- A target of 50% of pupils recruited to be female over a 5 year period.
- A target of 50% of pupillages offered to be to female candidates over a 5 year period.
- A target of 30% of established practitioners recruited to be female over a 5 year period. (This target has been set with the existing gender balance at the commercial bar in mind).
- A target of 50% of new employees recruited to join the clerking team to be female over a 5 year period.
- To achieve parity in the retention rates of female and male members of chambers over a 5 year period.

PLEASE EMAIL: EQUALITY@BARCOUNCIL.ORG.UK