

# 4 NEW SQUARE

C H A M B E R S

## Anti-Racist Statement

4 New Square Chambers is acutely aware of the role that Chambers and the Bar have in challenging and eradicating racism within the legal profession against people from ethnic communities and in particular, Black people. We are committed to combatting racism and discriminatory practices (whether direct or indirect) and ensuring we improve racial diversity at 4 New Square Chambers so it reflects the diversity of modern society.

We realise that this means not only being opposed to racism and racially discriminatory practices but taking focused, considered steps with the aim of bringing meaningful change.

Equality and diversity has been embedded into 4 New Square's recruitment and working practices for a number of years. We believe we have a strong culture of inclusivity and a working environment that is free from discrimination or prejudice but we acknowledge there is more ground to cover.

We recognise that people from ethnic communities and in particular, Black people are not represented by our profession and face systemic barriers including direct and indirect racism. We would like to play a key role in changing this. We know that by removing barriers to access we will attract and retain the best talent, knowledge and experience.

In addition to our existing equality and diversity initiatives, we have committed to the following actions as a starting point to our anti-racist programme which we will refine and develop over the coming years.

- An annual anti-racist audit of our organisation including engagement with members of our workforce and analysis of our internal data. Following which further actions will be determined and updated in this statement;
- Mandatory anti-racist training for all members and staff;
- Continued participation in the 1000 Black Interns Programme.