

## **FOUNTAIN COURT CHAMBERS: ANTI-RACIST STATEMENT**

Fountain Court is committed to ensuring equality of opportunity and treatment for all, regardless of race or ethnicity. We wish to foster an inclusive culture in which clients, members, staff, pupils, mini-pupils and applicants from all backgrounds feel welcome, and are treated fairly, without discrimination.

We recognise that our Chambers, and the commercial Bar more generally, is not as racially diverse as it could be and we are accordingly participating in a number of initiatives and undertaking steps to try to attract more applicants from under-represented groups to consider a career at Fountain Court, whether as a barrister, clerk, administrator, or other support staff.

We currently take part in the following initiatives:

- Mentoring of under-represented groups as part of a scheme run by nine sets of Chambers. This scheme has been designed to support and encourage individuals from under-represented groups to pursue a career as a barrister. Further details can be found [here](#).
- Bridging the Bar: Mini-pupillage programme. Chambers supports and participates in Bridging the Bar through which candidates from under-represented groups are able to apply for mini-pupillages in Chambers. Further details can be found [here](#).
- Combar Scholarship Scheme. Chambers participates in the Combar Scholarship Scheme which seeks to promote social mobility and encourage a wider range of candidates to consider a career at the commercial Bar. Further details of the scheme can be found [here](#).
- The Pathways to Law Scheme. This scheme run by the Sutton Trust provides opportunities for students from less advantaged backgrounds to spend time with members of Chambers so that they can learn about life at the commercial Bar.
- Work experience programmes with several inner London schools. Through Chambers' participation in these programmes students are able to gain experience of clerking and administration in Chambers and from time to time shadow barristers at court.
- Individual members of Chambers take part in outreach initiatives and careers events in state schools.

Having regard to the Bar Standards Board Anti-Racist Statement of November 2020, we are formulating our race equality audit in order to identify any barriers within Chambers to race equality. We already undertake analysis of our recruitment data for staff, pupils and mini-pupils, as well as the monitoring of distribution of work within Chambers.

Following the Bar Council's publication of the Race at the Bar: a Snapshot report in November 2021 (<https://www.barcouncil.org.uk/uploads/assets/d821e952-ec38-41b2-a41eb2ea362b28e5/Race-at-the-Bar-Report-2021.pdf>), which identifies serious issues that the profession as a whole needs to address, we are working towards identification and publication of targets to improve racial diversity and the formulation of an action plan

directed to this issue. We will also be examining our data monitoring to ensure that it is robust and reliable. We will continue to monitor guidance from the Bar Council and the Bar Standards Board with a view to developing and adopting further initiatives to improve the diversity of applicants, and will consider lawful and appropriate positive action measures to address this issue. This Statement will be updated to reflect those further initiatives.

We participate in, and are looking to develop further, initiatives with law firms in order to improve our diversity. We wish to learn from their experiences, ensure that we are adopting best practice and consider innovative ways to address the under-representation of particular groups.

Chambers delivers training to members, pupils and staff on fair recruitment, anti-harassment and bullying. In response to the Bar Standards Board Statement, this training is being extended to cover specific anti-racist issues, to ensure fair treatment for all and to reinforce the inclusive culture which Chambers strives for.