**LINCOLN HOUSE CHAMBERS ANTI-RACIST STATEMENT**

***“The beauty of anti-racism is that you don’t have to pretend to be free of racism to be an anti-racist. Anti-racism is the commitment to fight racism wherever you find it, including in yourself. And it is the only way forward.”***

***Ijeoma Oluo***

Lincoln House Chambers is committed to becoming a truly anti-racist organisation. It recognises that despite its commitment to fairness and equality and years of good intentions, it is still at the early stages of this journey. While this organisation has always refrained from acting in an overtly racially discriminatory way, it has not done enough to tackle insidious and structural racism within its practice, policy and procedure or within the wider legal system.

As an organisation and as individuals we recognise the impact of racism and pledge to challenge and fight it in our society and in our own lives. The approach we have taken is in line with Bar Standards Board guidance, but we consider that our floor rather than our ceiling. We make this statement to share our intentions and to be held accountable. In line with our commitments we have instigated the following measures to make meaningful and sustainable positive change, which we will continue to develop, review and reflect on an ongoing basis:

* Formation of a Chambers Race and Social Mobility Working Group (comprised of both members and staff) tasked with shaping, implementing and continuously reviewing our anti-racist policies, strategies and action plans, whilst pro-actively working on initiatives and schemes to reduce race inequalities, eliminate racial discrimination and promote inclusive cultures and environments. The working group is chaired by Chamber’s Equality and Diversity Officer who gathers data and evidence to analyse and review, produces reports containing an honest account of our progress and sets targets.
* Generate awareness and gain education through regular and mandatory race training for all members and staff
* Improve access, recruitment, progression and retention by transforming our recruitment policies and processes with a commitment to increasing numbers of Black, Asian and Minority Ethnic members and staff. This will include, where necessary, the use of contextual recruitment programmes to identify candidates based on protected characteristics such as race and including social economic backgrounds as well as designing and implementing evidence based lawful positive action measures.
* Outreach programmes to engaging with and encourage marginalised and disadvantaged young people at our city’s education centres. We recognise the impact of intersecting forms of discrimination based upon race, gender and class and will redouble our efforts to reach out to those disadvantaged in this way.
* We commit to collaborating, working closely with and being advised by sector relevant organisations, specialists and other organisations.
* Developing a culture of trust and adopting an internal Disciplinary Policy which includes an unambiguous “Zero Tolerance” approach to all forms of racism and discrimination.

We make this statement to share our intentions and so that we can be held to account. We know that words are not enough. We expect to be judged on our outcomes rather than our aspirations. We will therefore commit to transparent race equality audits, so that the progress that is made can be objectively measured. We will also ensure that Diversity data continues to be collected on a regular basis. This data will be used to keep our Equality and Diversity Policy under regular review. We as an organisation and as individuals are determined to meet this challenge.