

# Equality, Diversity, and Inclusion Action Plan 2024-2026

## Background

Building on the Inn's [Equality, Diversity and Inclusion \(EDI\) Statement](#) and further developing the previous action plan the Inn has identified the following core objectives that will be the focus of its work in this period. This plan has been informed by the [report on the EDI Survey conducted by the Inn in 2022 and the action plan created in response](#).

This is a living Action Plan and will be updated as necessary. The Inn's EDI Committee will review progress on the plan at least once a year. At the end of the period of the plan the EDI Committee will evaluate and report on progress to Council in order to inform the content and approach of the next EDI Action Plan.

The EDI Statement sets out what we think, what we will do, and how we will do it. This action plan prioritises the steps the Inn will take to deliver on the commitment in the statement.

The statement says we will:

1. Be proactive in tackling discrimination and disadvantage in all forms within the Inn and will work with those who share our views in addressing issues across the profession.
2. Proactively identify, challenge, and eliminate unfair and inappropriate barriers and behaviours in our policies, processes, and decision-making.
3. Encourage those from the widest possible range of identities and backgrounds to consider a career at the Bar and support them in doing so.
4. Continue to support the work of our many members and other organisations who share our goal of developing a more inclusive Bar.

	<b>Action</b>	<b>Measurement of Success</b>	<b>Timescale</b>	<b>Lead</b>	<b>Status</b>
1.	<p>Increase awareness of the Inn's EDI work by:</p> <ul style="list-style-type: none"> <li>a. Promoting the EDI Statement and Action Plan to current and prospective members</li> <li>b. Promoting our events and activities widely</li> <li>c. Briefing on EDI work for the Cursus</li> <li>d. Reporting to Council by the EDI Committee</li> </ul>	<p>Click rates on the relevant website pages</p> <p>EDI Statement and Action Plan added to admissions pages</p> <p>Attendance figures and attendee feedback</p> <p>Briefing for Cursus created and regularly reviewed</p> <p>Annual report to Council</p>	<p>Ongoing but with 6 monthly monitoring</p> <p>By end of 2024</p>	<p>Membership Team</p> <p>Communications Team</p> <p>EDI Committee</p>	Ongoing / In progress
2.	<p>Continue promoting the Inn's Code of Conduct so that all members are clear about our expected standards of behaviour and how to raise concerns, including:</p> <ul style="list-style-type: none"> <li>a. Incorporating into our admission forms</li> <li>b. Regular articles in our members' newsletter and annual review</li> <li>c. Publicising it in physical locations at the Inn</li> </ul>	<p>Actioned a-c</p> <p>Click rates on relevant webpages</p> <p>Monitoring of concerns raised and complaints</p>	<p>On admission forms and in physical locations by end of 2024</p> <p>Articles ongoing</p>	<p>Membership Team</p> <p>Communications Team</p>	Ongoing / In progress

	<b>Action</b>	<b>Measurement of Success</b>	<b>Timescale</b>	<b>Lead</b>	<b>Status</b>
3.	<p>Consideration given to EDI matters when implementing the Inn's Governance Working Group recommendations by:</p> <ul style="list-style-type: none"> <li>a. EDI Committee providing input on the new Standing Orders and Articles of Governance</li> <li>b. Council and EDI Committee proactively considering any additional changes that would support EDI at the Inn</li> </ul>	EDI Committee minutes recording input	As implementation carried out	EDI Committee Council	Ongoing
4.	<p>Eliminate unfair practices and barriers by:</p> <ul style="list-style-type: none"> <li>a. Producing guidance on inclusive decision-making and language for use by all departments and committees</li> <li>b. Adopting a gender-neutral dress code across the Inn</li> <li>c. Creating reasonable adjustments guidance for use by all departments</li> </ul>	Documents drafted and adopted	By end of 2025	Membership Team Events Team EDI Committee	To Do
5.	Establish a programme of diversity and inclusion training and awareness raising for all Benchers and those who volunteer with the Inn to improve inclusive behaviour and equip them with the tools to challenge non-inclusive behaviour.	<p>Training delivered, with plan for refresher training</p> <p>Awareness raising activity identified and scheduled for regular deployment</p>	<p>Training identified by end of 2024 and initially delivery by end of 2025</p> <p>Other activity identified by end of 2024, with ongoing delivery</p>	Membership Team Under Treasurer EDI Committee Council	In progress

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6.	Set up an anonymised reporting mechanism for people to raise concerns, that will sit alongside our existing complaints policy and process.	Reporting mechanism in place and promoted	System identified by end of 2024 and in place by summer 2025	Membership Team	To Do
7.	Establish a process for monitoring EDI issues raised in formal complaints, anonymised reports, and feedback and consider other ways for feedback to be gathered.	Regular monitoring reports provided to the EDI Committee	Annual	Education & Membership Teams  EDI Committee	To Do
8.	Expand our existing mentoring scheme to all members.	Scheme in place and monitoring of take up	Launched for mentor sign-up by end of 2024 and open for applications by summer 2025	Membership Team	In progress
9.	Introduce a buddy system for new Benchers so they feel more included and in a better position to support and encourage the inclusive environment we are striving for.	Feedback from new Benchers		Committee Officer	Done but continue to monitor effectiveness
10.	Continue to offer a varied programme of diversity and inclusion events, ensuring that these events cover as wide a range of topics as possible.	Review by the EDI Committee of the plans and reports	Annual	Membership Team  EDI Committee	Ongoing
11.	Celebrate and highlight cultural and religious festivals and awareness days.	Review by the EDI Committee of the plans and reports  Social media engagement statistics	Annual	Membership Team  Communications Team	Ongoing

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12.	Deliver targeted outreach activity to encourage those from under-represented groups to consider a career at the Bar.	Number of activities delivered  Ongoing monitoring of effectiveness of activities	Annual	Outreach Team  Pre-Call Education Committee	Ongoing
13.	Establish a policy and procedure for supporting third parties in their EDI work.	Policy and procedure in place	Policy drafted  Procedure in place by end of 2026	Membership Team  EDI Committee	In progress
14.	Continue existing work with the Bar Council, other Inns, and groups across the profession to support joint EDI goals.	Regular monitoring of cross-organisation activities	Annual	Membership Team	Ongoing
15.	Increase representation of members from a range of backgrounds and practice areas in our activities, including:  a. Continued efforts to have diverse panels at all relevant Inn events  b. Online content contributed to by wider range of members, as with the “Becoming a Barrister” film  c. Increase diversity of those on the Bench Register  d. Identify any under-representation in participation in our activities and take action to address	Regular monitor of volunteer diversity data  Regular monitor of online content  Regular monitoring of Benchers and Bench Register diversity data  Regular monitoring of diversity data across Inn activities	Annual  Monitoring systems in place by end of 2026	Membership Team  Education Team Committee Officer  EDI Committee  Advisory (Benchers) Committee	Ongoing

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16.	Supporting members on EDI issues in their professional lives:  a. Publicising sources of support (e.g. LawCare, Wellbeing at the Bar, and the SBAs)  b. Publicising ways to raise issues (e.g. Talk to Spot)	Information on our website  Information provided at relevant events	Annual	Education & Membership Teams  Communications Team	In progress