

Diversity Data 2023 of



2DRJ

August 2023

2DRJ Equality & Diversity policy

2DRJ are committed to Equality and Diversity. As a Chambers we will not discriminate on grounds of race, gender, age, sexual orientation, religion or disability when deciding whether to accept instructions from clients, recruiting personnel or in the provision of services in general. The Chambers provides its services for the general community and not for any discrete client group which might be interpreted as discriminatory.

We are committed to providing equal treatment and opportunities to all job applicants, personnel, members and pupils in the chambers in accordance with the guidance issued by the Bar Council & Bar Standards Board. This is regardless of race, colour, ethnic or national origin, nationality, citizenship, gender identity, sexual orientation, marital or civil partnership, pregnancy and maternity/paternity, disability, age, caring responsibility, socio-economic background or religion or belief. We value difference among all with whom we interact.

2DRJ is committed to providing a working environment where all individuals are treated with dignity and respect. We will not tolerate from or towards members of chambers, pupils, mini-pupils, employees, applicants for those positions, professional or lay clients the following discriminatory conduct:

- direct discrimination: treating a person less favourably because of a protected characteristic. Those characteristics being: age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity;
- indirect discrimination: the unjustifiable application of an apparently neutral provision, criterion or practice, the effect of which is to put persons with a protected characteristic at a particular disadvantage compared to others;
- associative discrimination: discriminating against a person because they associate with a person who has a protected characteristic;
- perception discrimination: discriminating against a person because s/he is believed to have a protected characteristic even if that person does not;
- harassment: engaging in unwanted conduct, whether of a sexual nature or related to a relevant protected characteristic which has the purpose or effect of violating a person's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment;
- sexual harassment: unwanted conduct of a sexual nature/related to gender, gender reassignment or sex which has the purpose or effect of violating a person's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person and/or less favourable treatment for rejecting or refusing to submit to such conduct
- victimisation: the subjection of one person by another to a detriment because they have done, or the victimiser believes that the other person has done or may do, a protected act

such as:

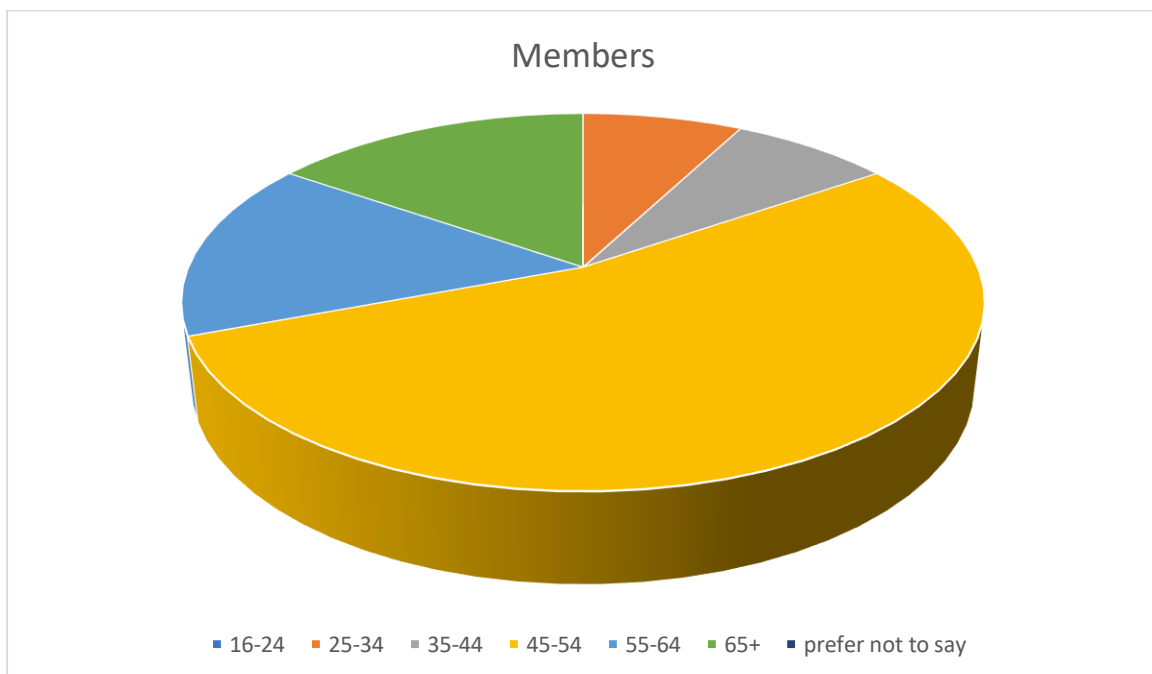
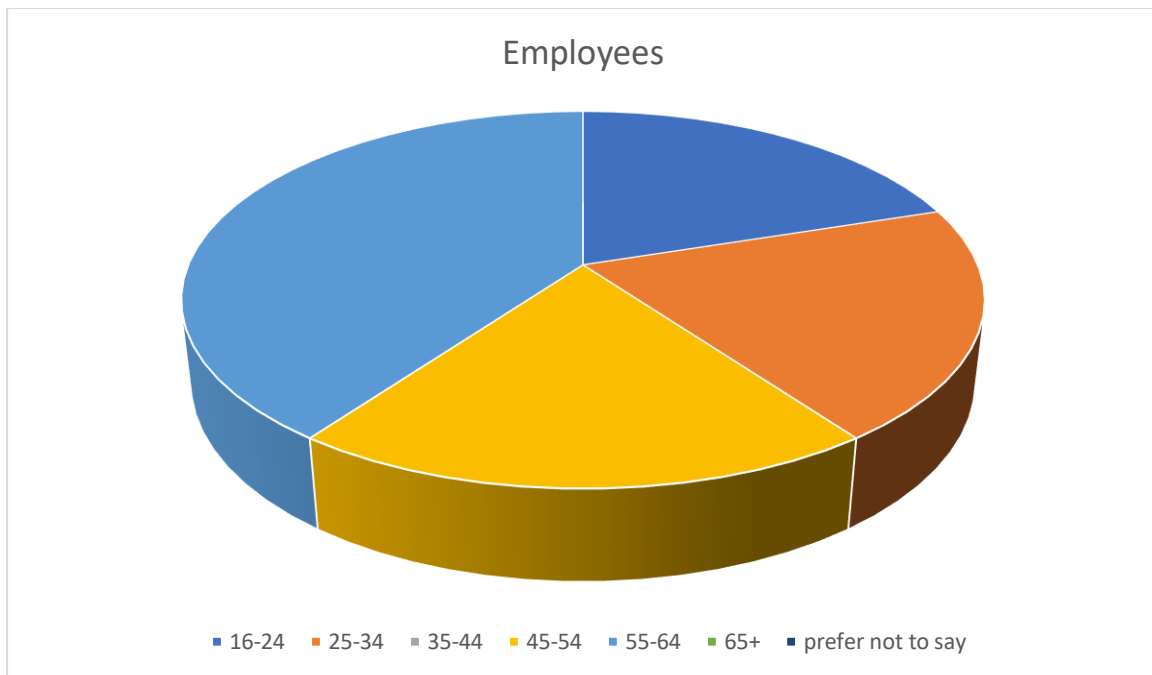
1. make an allegation of discrimination,
2. give evidence in proceedings relating to an act or acts of discrimination,
3. bring proceedings relating to an act or acts of discrimination, or
4. do any other thing for the purposes of equality legislation or in connection with it.

failure to make reasonable adjustments to a provision, criterion, physical feature or practice which puts a disabled person at a substantial disadvantage in comparison with non-disabled people and/or unreasonable failure to provide auxiliary aids where to do otherwise would place a person at a substantial disadvantage.

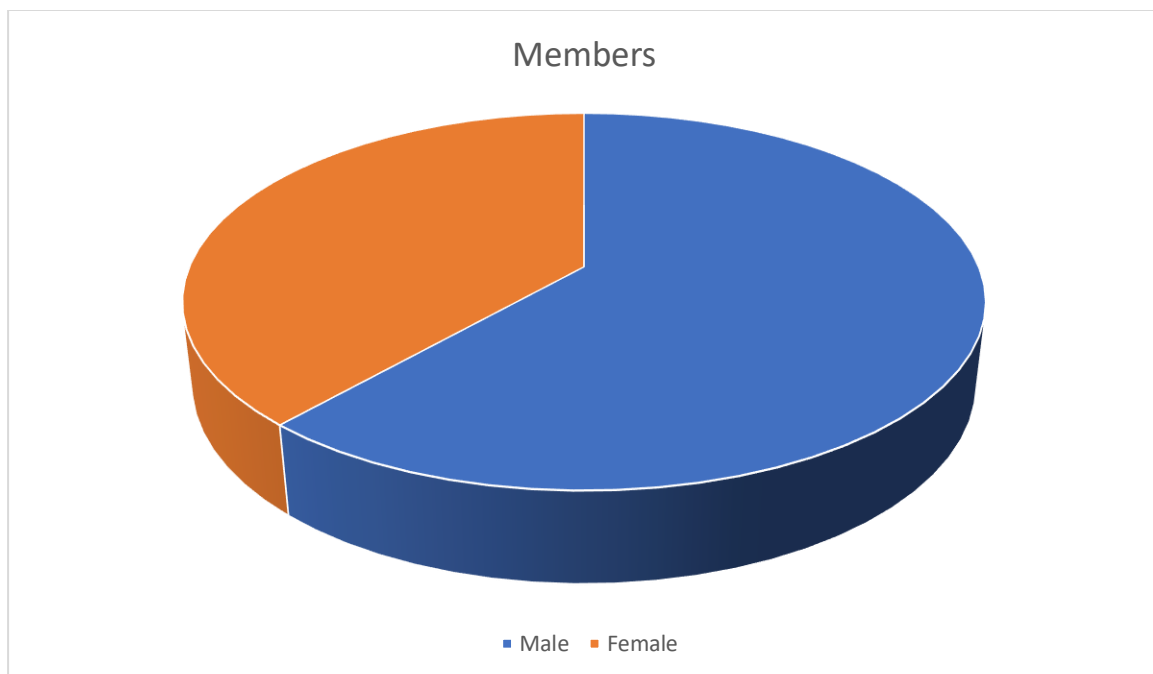
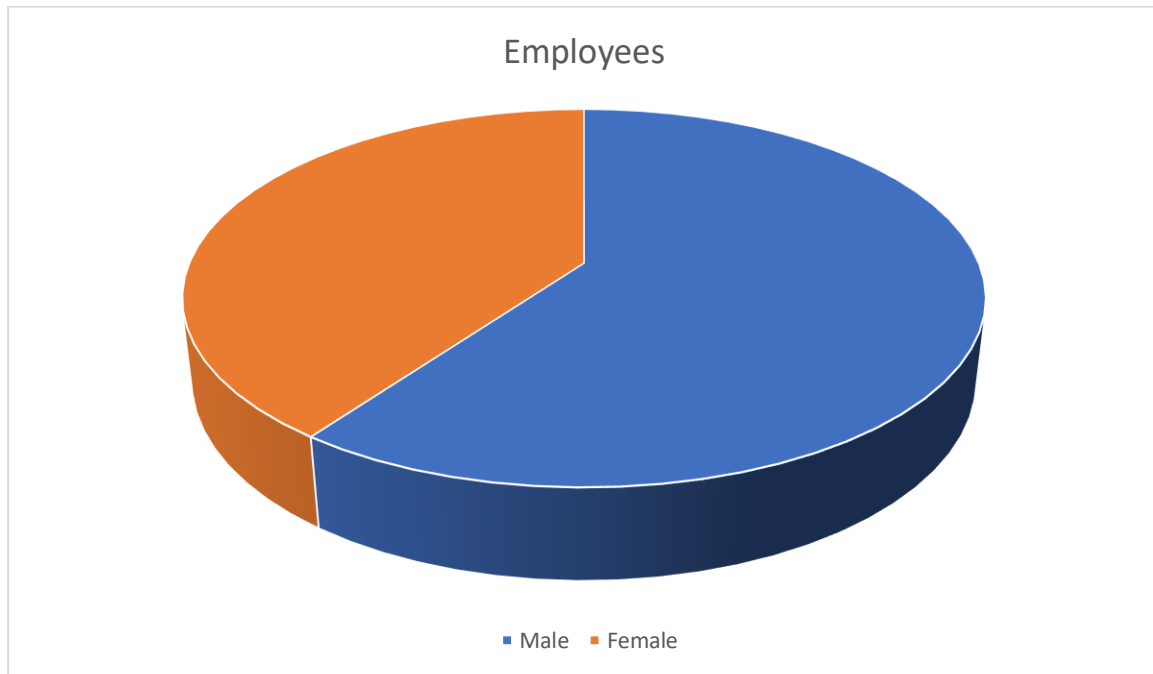
The Management Committee monitors developments and changes in legislation/best practice in this area and amends our procedures and policies in respect of equal opportunities accordingly. Should you become aware of any issue or concern in this area, please bring it to the attention of the Director of Clerking Mr Stephen Lavell immediately, either by telephone or email.

In accordance with the Bar Standards Board Rc110.3r, 2DRJ have collected, analysed and published their diversity data. The purpose of this is to provide transparency surrounding recruitment and employment activities and to encourage an independent, strong, diverse and effective legal profession.

Age



Gender

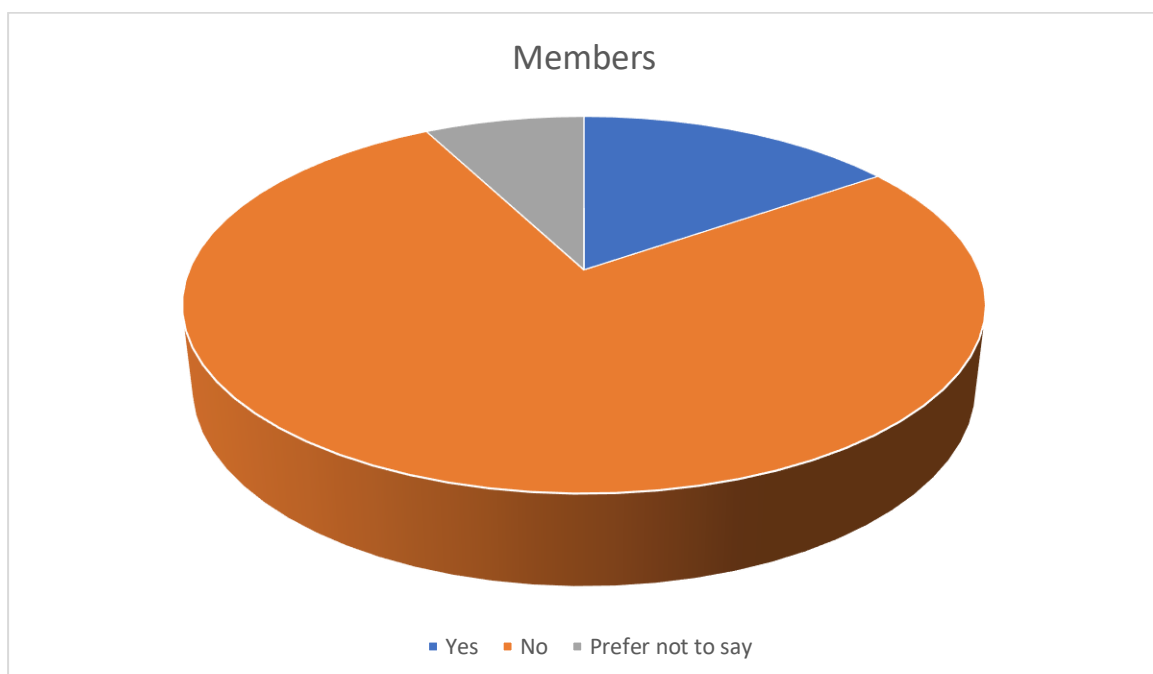
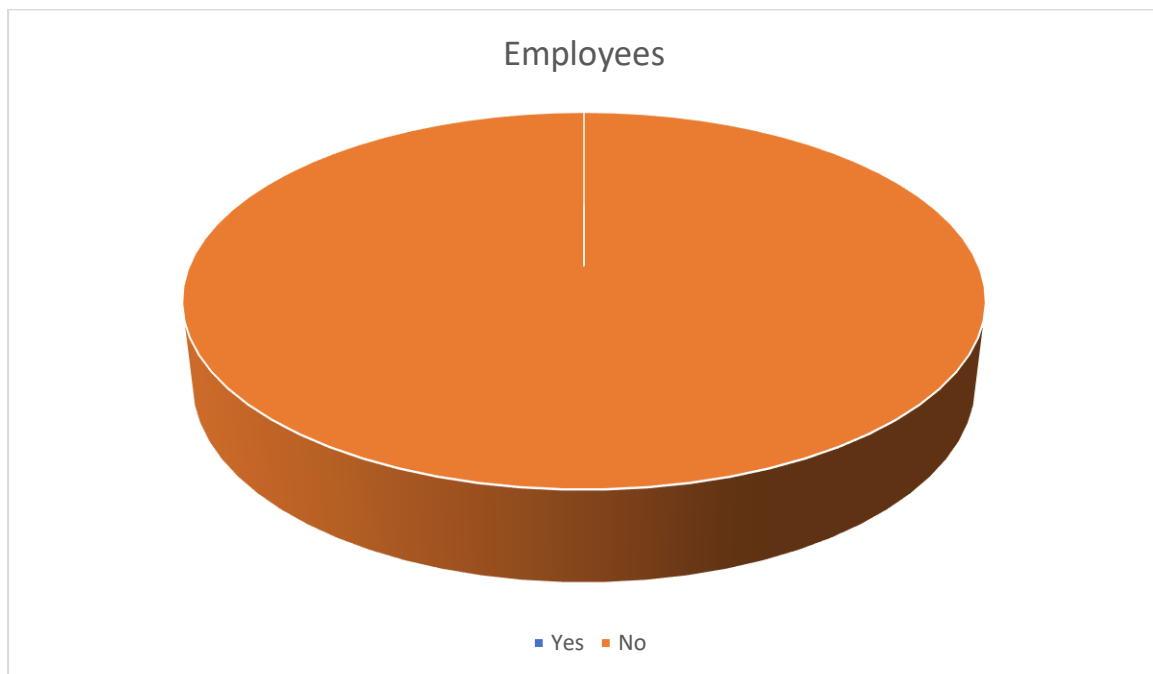


Gender identity

All of those surveyed declared their gender identity to be that as assigned at birth.

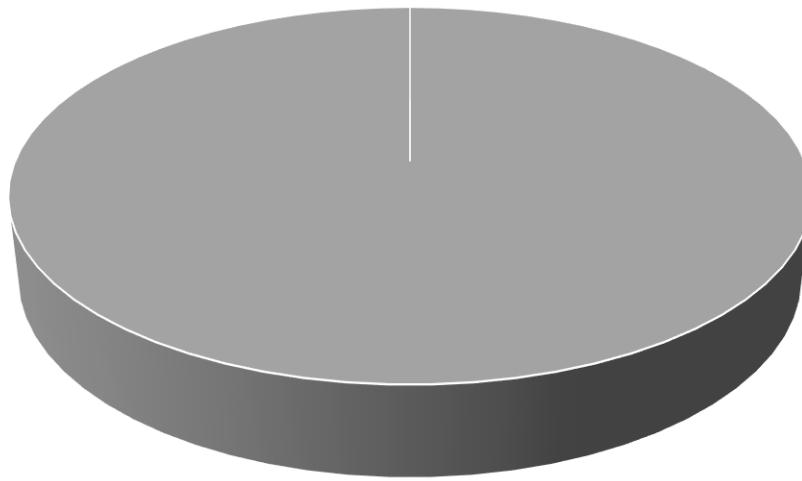
Disability

Do you consider yourself to have a disability according to the definition in the Equality Act?



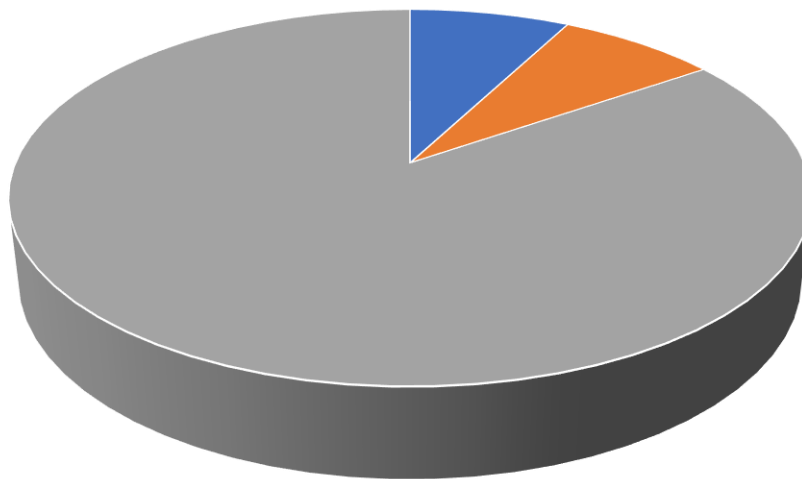
Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last at least 12 months?

Employees



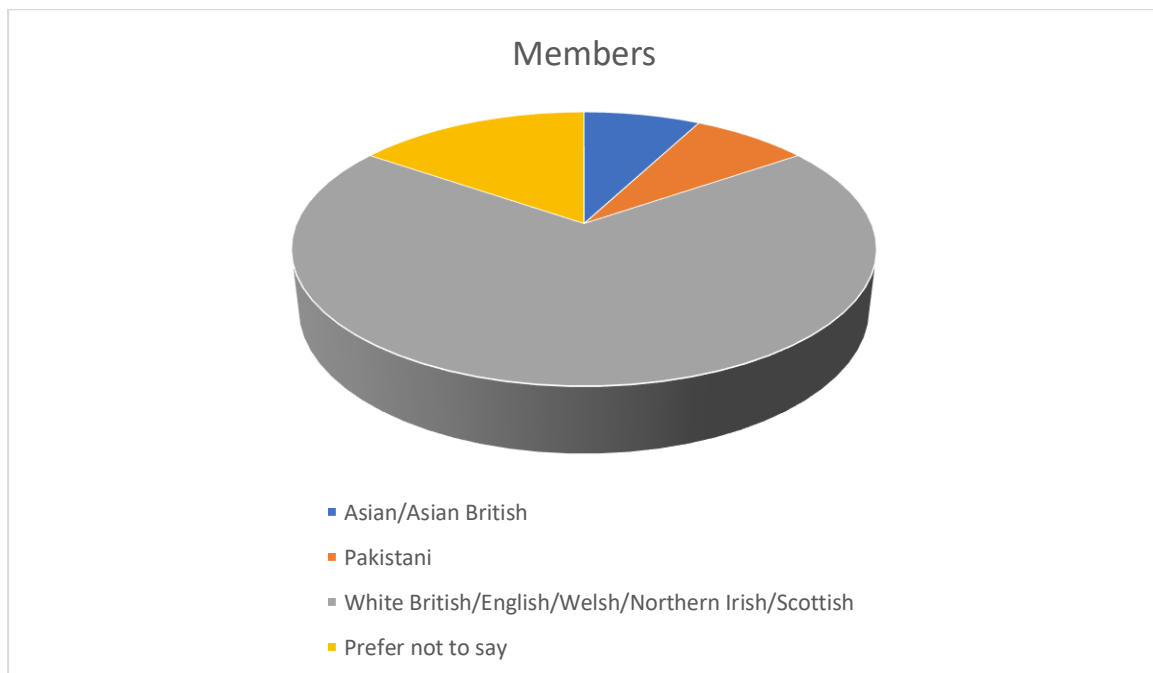
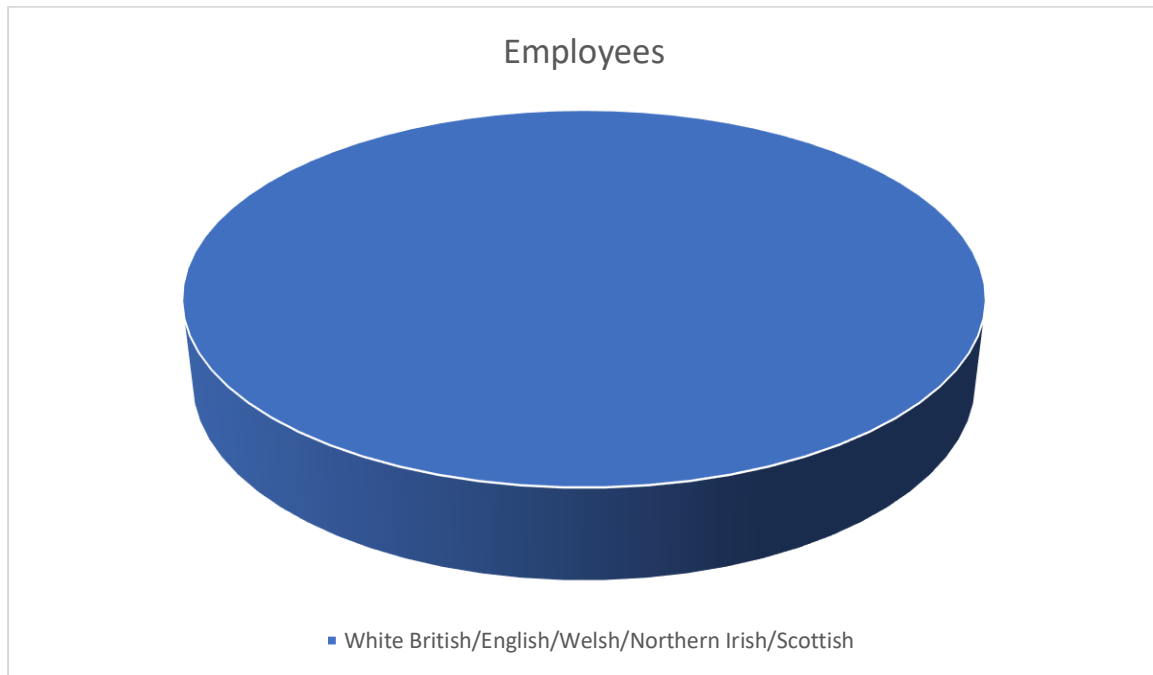
■ Yes, limited a lot ■ Yes, limited a little ■ No ■ Prefer not to say

Members

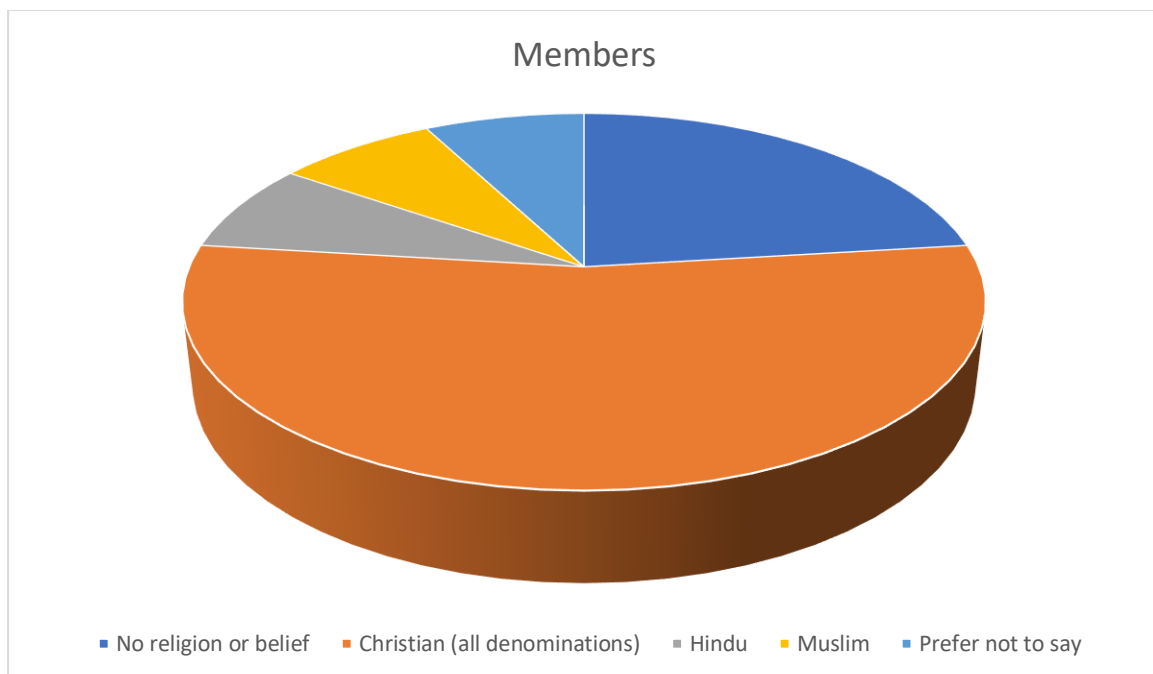
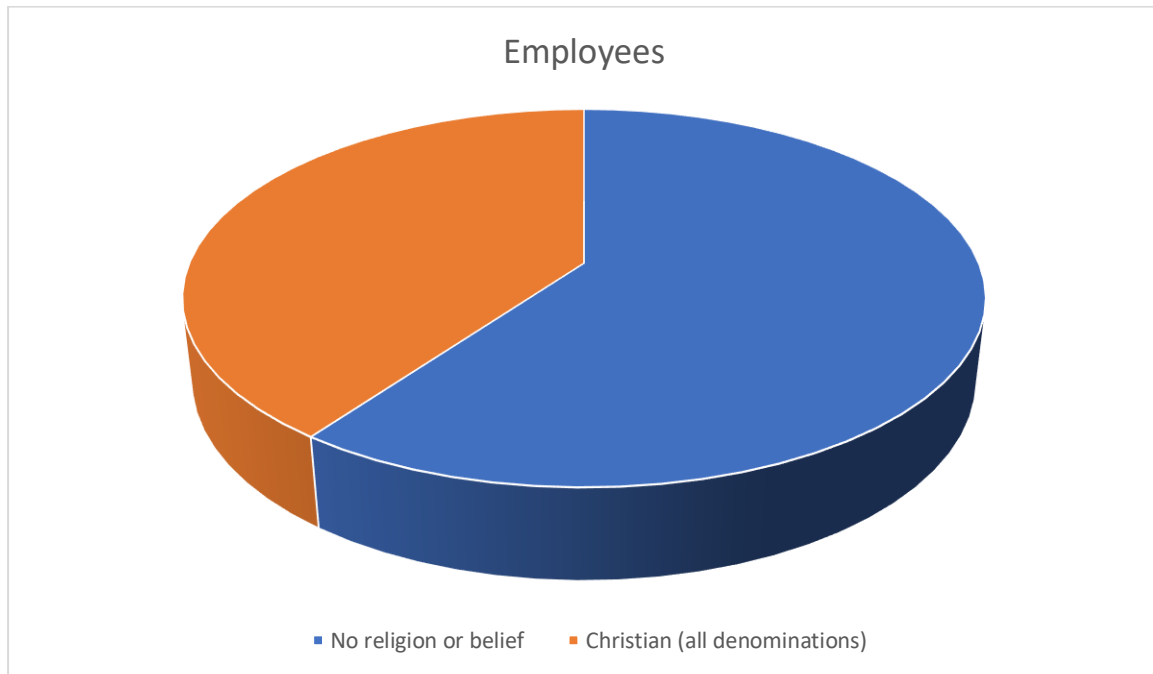


■ Yes, limited a lot ■ Yes, limited a little ■ No ■ Prefer not to say

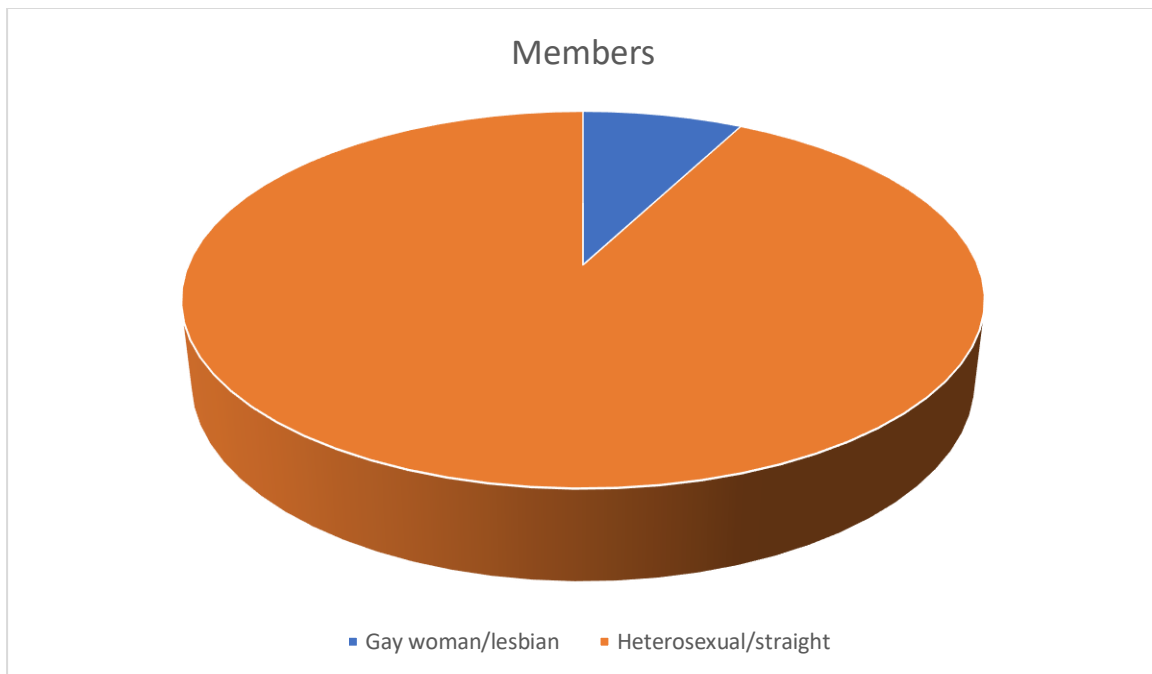
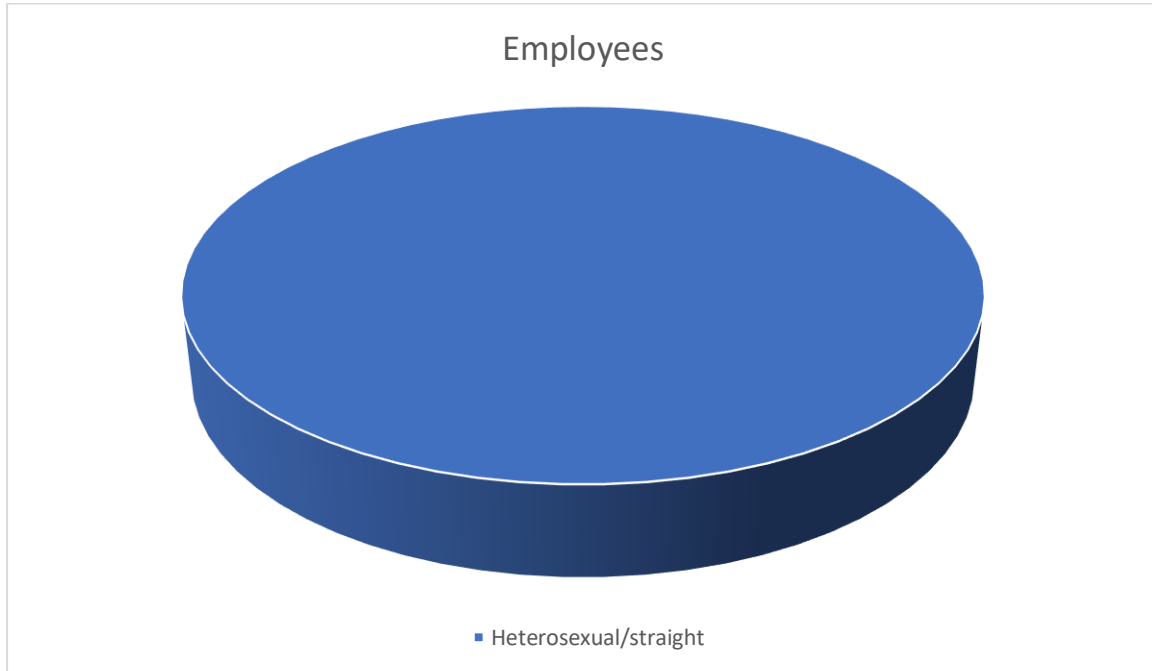
Ethnic group



Religion or belief

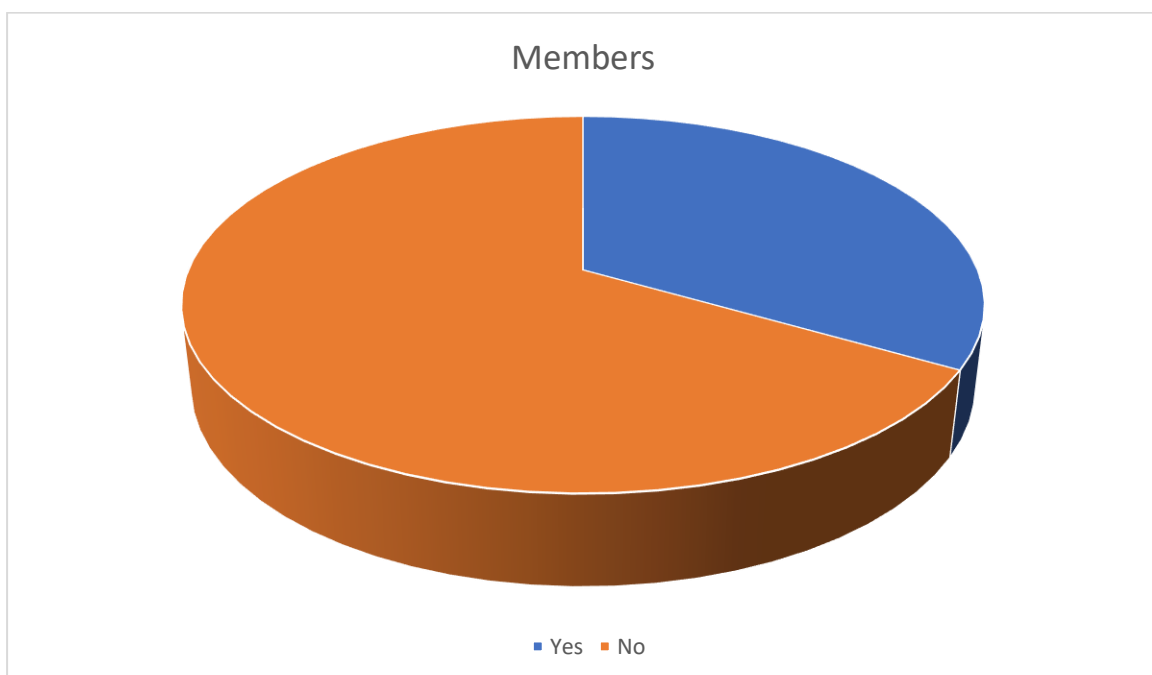
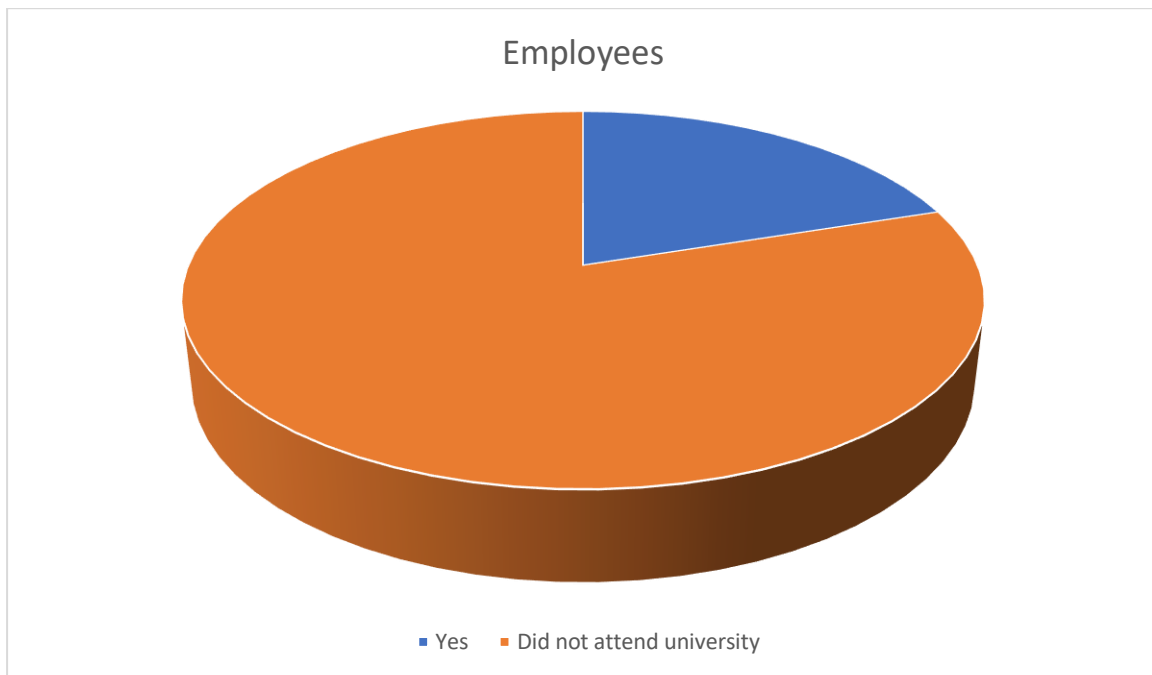


Sexual orientation

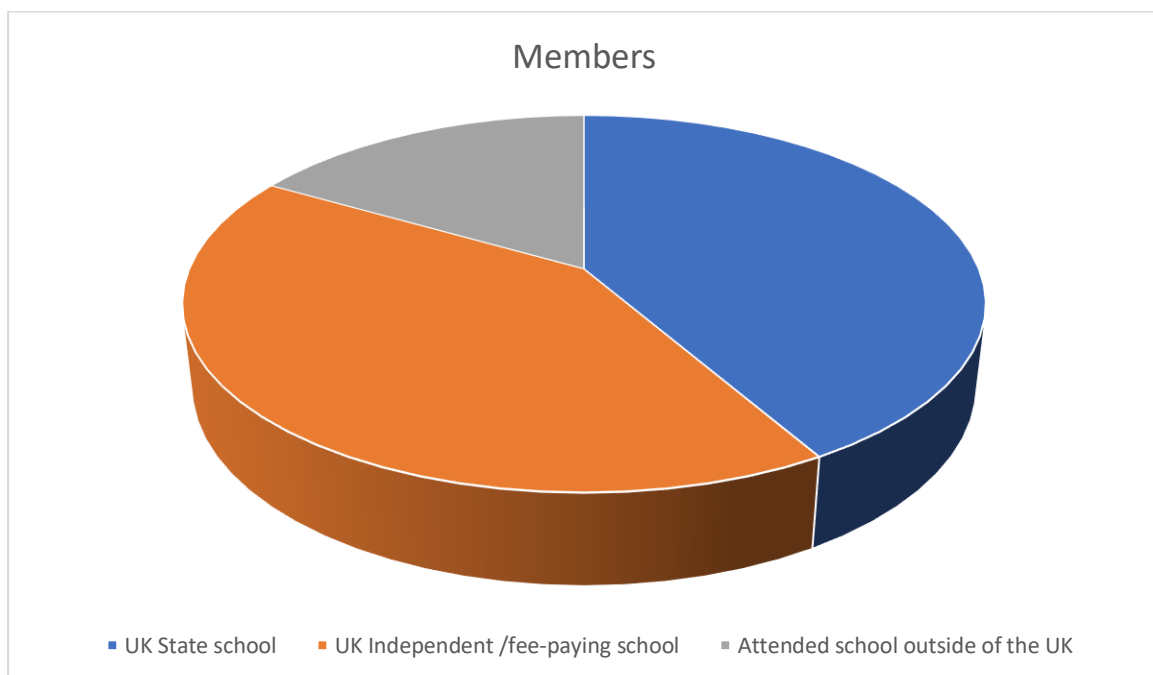
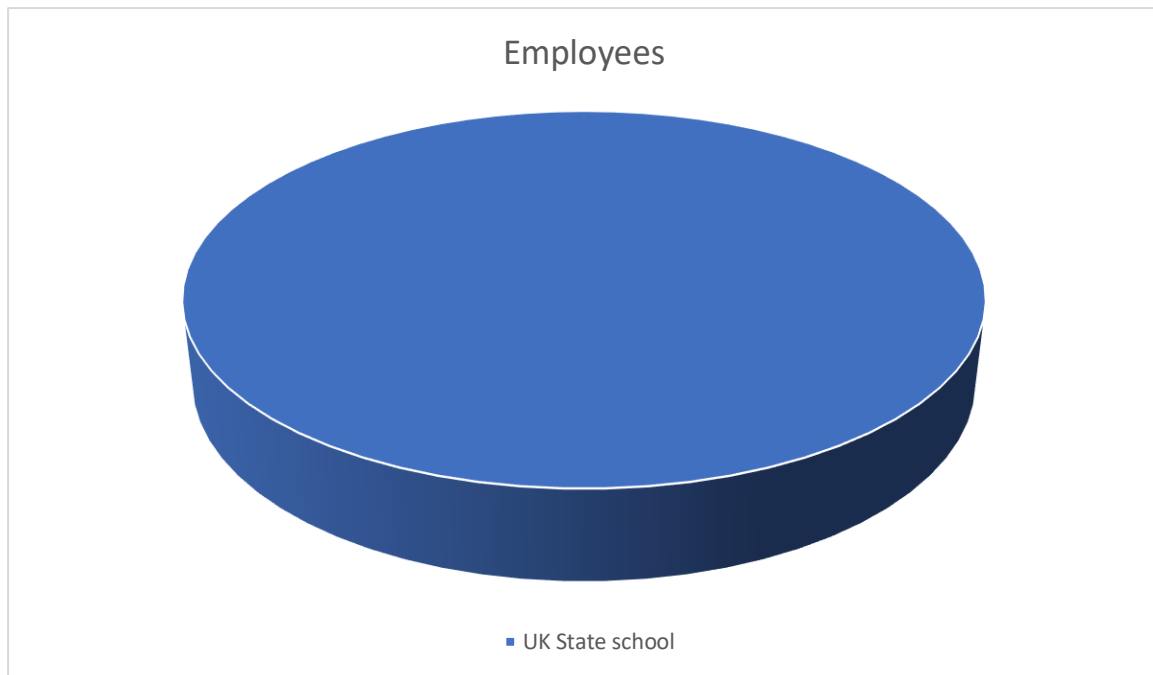


Socio-economic background

If you went to university (to study a BA, BSc course or higher), were you part of the first generation of your family to do so?

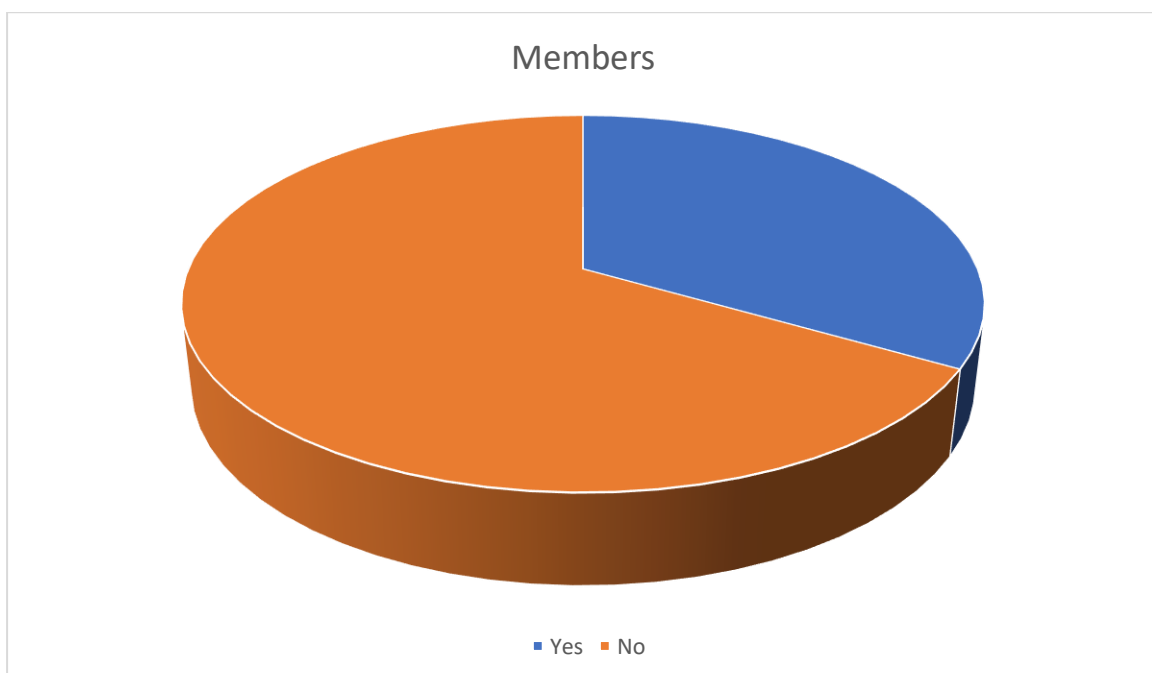
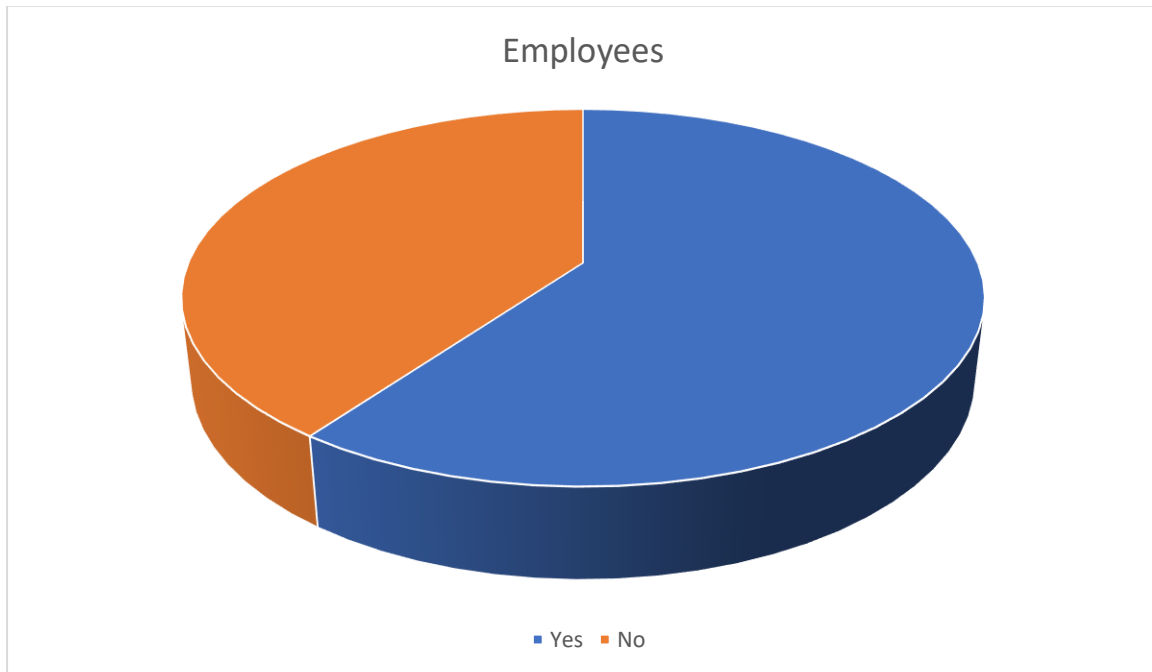


Did you mainly attend a state or fee-paying school between the ages of 11-18?



Caring responsibilities

Are you a primary carer for a child or children under 18?



Do you look after, or give help or support to family members, friends, neighbours or others because of either:

- Long-term physical or mental ill-health/disability
- Problems related to old age?

