



BAR COUNCIL EQUALITY & DIVERSITY GUIDES LIST OF RESOURCES

Below is a list of resources that the Bar Council has created to support chambers on Equality, Diversity and Inclusion.

Resources have been listed to clearly show which guides:

- support compliance with BSB Handbook Equality & Diversity Rules; or
- address common issues (not directly related to compliance) raised on the Equality & Diversity helpline where guidance for EDOs and chambers was thought helpful.

If you would like guidance on an issue not listed here, please contact equality@barcouncil.org.uk

This document will be updated regularly as new guides are published/guides are updated.

Compliance with E&D Rules

The BSB's Equality Handbook contains guidance on complying with all the E&D rules. <https://www.barcouncilethics.co.uk/documents/bsb-guidance-complying-equality-diversity-rules/>

Compliance + Good Practice Ideas + Draft Policy Documents

Fair recruitment training rc110.3 c. <https://www.barcouncilethics.co.uk/documents/fair-recruitment-guide/>

Guide to E&D monitoring <https://www.barcouncilethics.co.uk/documents/workforce-monitoring-information-chambers/>

rc110.3.e.i.q.r.s

Guide to E&D monitoring of pupils	https://www.barcouncilethics.co.uk/documents/pupil-equality-monitoring-toolkit/
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rc110.3.e.ii

Tackling and managing sexual harassment in for chambers	https://www.barcouncilethics.co.uk/documents/sexual-harassment-information-chambers/
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rc110.1.j & .i

Managing pregnancy, maternity and parental leave	https://www.barcouncilethics.co.uk/documents/matleave/
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rc110.1.k

Managing flexible working	https://www.barcouncilethics.co.uk/documents/flexible-working-guide/
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rc110.1.l

Guide to reasonable adjustments	https://www.barcouncilethics.co.uk/documents/reasonable-adjustments-guide/
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rc110.1.m

Guide to serious misconduct	https://www.barcouncilethics.co.uk/documents/serious-misconduct/
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Guide to fitness to practice	https://www.barcouncilethics.co.uk/documents/fitness-to-practice/
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Pupillage written agreements	https://www.barcouncilethics.co.uk/documents/written-pupillage-agreements/
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Good Practice Guides (topic specific)

Monitoring work distribution	https://www.barcouncilethics.co.uk/documents/monitoring-work-distribution-toolkit-part-1-sex/
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	https://www.barcouncilethics.co.uk/documents/monitoring-work-distribution-toolkit-part-2-race/
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Tackling bias	https://www.barcouncilethics.co.uk/documents/subconscious-bias/
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Managing bullying, harassment & inappropriate behaviours	https://www.barcouncilethics.co.uk/documents/discrimination-harassment-bullying-and-inappropriate-behaviours/
	https://www.barcouncilethics.co.uk/documents/advice-to-the-bar-about-bullying-by-judges/
Conducting Investigations (BDH)	https://www.barcouncilethics.co.uk/documents/conducting-an-investigation-in-chambers/
Guide to court dress	https://www.barcouncilethics.co.uk/documents/court-dress/
Supporting members going through the menopause	https://www.barcouncilethics.co.uk/documents/menopause-supporting-members-and-staff/
Race	https://www.barcouncilethics.co.uk/documents/framework-for-taking-action-on-race-equality/
	https://www.barcouncilethics.co.uk/documents/race-terminology-guide/
Support for people with disabilities:	https://www.barcouncilethics.co.uk/documents/access-work-guide/
	https://www.barcouncilethics.co.uk/documents/support-for-students-with-disabilities/
	https://www.barcouncilethics.co.uk/documents/dyslexia-supporting-colleagues-pupils-students/
	https://www.barcouncilethics.co.uk/documents/supporting-colleagues-pupils-and-students-with-dyspraxia/
	https://www.barcouncilethics.co.uk/documents/deafhard-hearing-people-effective-communication/
	https://www.barcouncilethics.co.uk/documents/mind-toolkit/
Mini pupillages & internships good practice	https://www.barcouncilethics.co.uk/documents/guidance-on-mini-pupils-and-internships/

Good Practice Guides (managing E&D)

Discriminatory instructions	https://www.barcouncilethics.co.uk/documents/discriminatory-instructions/
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Doing a disability access audit	https://www.barcouncilethics.co.uk/documents/bar-council-accessibility-self-audit-tool-for-chambers/
Career breaks	https://www.barcouncilethics.co.uk/documents/family-career-breaks-advice-pack/
	https://www.barcouncilethics.co.uk/documents/career-breaks-advice-pack/
Wellbeing	https://www.barcouncilethics.co.uk/documents/wellbeing-bar-faqs/
Positive action	https://www.barcouncilethics.co.uk/documents/positive-action/
Programme planning & evaluation	https://www.barcouncilethics.co.uk/documents/guide-to-simple-programme-planning-and-evaluation/
Target setting	https://www.barcouncilethics.co.uk/documents/target-setting-guide/
Setting up networks	https://www.barcouncilethics.co.uk/documents/setting-up-a-bar-based-network/