**Farrar’s Building Anti-Racist Statement**

Farrar’s Building is committed to promoting equality and diversity at the Bar and within Chambers.

We have read and reflected on the Bar Council’s [Race at the Bar report](https://www.barcouncil.org.uk/uploads/assets/d821c952-ec38-41b2-a41ebeea362b28e5/Race-at-the-Bar-Report-2021.pdf) published in November 2021. We recognise that there is race inequality at the Bar and we will take action to tackle it.

We are committed to adhering to the Bar Standards Board’s [Anti-Racist Statement](https://www.barstandardsboard.org.uk/uploads/assets/47b60611-b334-426f-83fe21b8a3398c24/Anti-Racist-Statement-November-2020.pdf). We will continue to evaluate the steps that we can take, and the initiatives we can support, which will help to make our organisation and our profession more diverse.

In particular:

* We have we have convened a sub-committee of the Management Board to formulate a considered response to the 23 recommended actions in the Race at the Bar report.
* We are taking steps to:
	+ Complete a race equality audit to identify the barriers to race equality within our practice, including by:

(a) engaging with members of chambers and staff from under-represented racial and ethnic backgrounds;

(b) analysing available data on recruitment, work allocation, ethnicity pay gaps and opportunities for development and progression; and

(c) critically analysing our procedures for recruiting, retaining and supporting the progression of barristers and staff from minority racial and ethnic backgrounds

* + Design and implement positive action measures where our audit and data analysis shows an underrepresentation of, or adverse impact on, people from minority racial and ethnic backgrounds.
	+ Undertake comprehensive anti-racist training for all barristers and staff.

We will continue to update this statement so that we can be held accountable.