



Equality, Diversity and Inclusion Statement (September 2023)

Gray's Inn is committed to equality, diversity and inclusion as a fundamental principle of justice, underpinning all that we do and are. The diversity of the Inn has evolved over the centuries and will continue to do so. Increasing diversity is an integral part of our future.

To succeed in supporting the barristers of today and inspiring the barristers of tomorrow, the Inn will continue to play an active role in building a more inclusive, diverse and equitable profession.

The Inn will proactively tackle all forms of unfair discrimination and disadvantage.

The Inn is committed to a diverse and equitable culture that adopts an inclusive mindset. This requires the Inn and its members to challenge our own and other people's bias and beliefs, to acknowledge our history, and to seek to remedy our shortcomings on equality, diversity and inclusion. We need members of all backgrounds to be able to thrive at the Employed and Self-Employed Bar at every level of seniority.

We will continue to educate ourselves and adopt inclusive practices to enable us to build, nurture and support a membership that reflects our society. We will seek input from others, especially those who have experienced exclusion or bias. We will take measurable action.

What we believe:

1. A successful career as part of the Employed or Self-Employed Bar and as part of the Judiciary should be open to everyone, no matter where they come from, what their background is, what they look like, or how they identify.
2. No one should feel they have to hide their identity or be made to feel unwelcome. Everyone should feel able and supported to come as they are, and bring their whole, authentic selves to the Inn.
3. Equality, diversity and inclusion is a fundamental part of being a barrister and underpins the independence of the Bar. To discharge barristers' duties with integrity the Bar must be inclusive of diverse backgrounds, experiences and perspectives.
4. The value placed on diversity in the Inn extends throughout all our activities. We believe that equality, diversity and inclusion are values that can be transformational for our Members and the Inn.

What we want to achieve:

1. An environment where everyone feels respected and able and supported to: (a) be their authentic selves; (b) challenge and report bias and discrimination; (c) raise issues and concerns and to share knowledge, experiences and new ideas; and (d) ask for help and guidance without fear.
2. Diversity amongst the Inn's Members and staff, where all feel proud to bring family, friends and clients to the Inn, and where Members believe that the Inn has relevance to their lives beyond being called to the Bar. We want to attract the best talent,



particularly students from diverse backgrounds, because they feel we are an inclusive and supportive Inn.

3. The Inn to be a visible ally and champion of equality, diversity and inclusion at the Bar.
4. To be a professional “home” and support for achievement for all our members based in the UK and around the world, as a result of which everyone feels welcome and wishes to keep in touch and actively engage with the Inn.

What we will do:

1. Develop and publish an Action Plan which prioritises the steps needed to deliver this Statement. It is vital for us to have specific and concrete plans that go beyond words of intent. We will keep the Action Plan under review.
2. Encourage all of us to share our experiences, ideas and stories and take action to ensure we inspire potential entrants for the Bar and demonstrate that a career as a barrister is attainable regardless of identity or backgrounds.
3. Support the work of Members and other organisations which drive progress on equality, diversity and inclusion at the Bar.
4. Provide and engage with education, training and professional development that promotes equality, diversity and inclusion.