



EQUALITY & DIVERSITY POLICY

Level Twenty Seven Chambers is a leading barristers' set located in Brisbane, Australia.

We recognise the importance of promoting and enhancing equality and diversity within our chambers, profession, and community.

Our commitment

Level Twenty Seven Chambers encourages diversity, equality and respect, and intends to promote the advancement of these principles across the broader profession.

Consistent with the principles upon which our profession is founded, we believe that a leading barrister is one who encourages, respects and listens to a diverse range of views.

Our aim is that all members, tenants, readers, employees and visitors to our chambers feel welcome and valued. We oppose all forms of unlawful and unfair discrimination, whether on the grounds of gender, marital status, race, ethnic origin, nationality, disability, sexual orientation, religion, age or otherwise.

Implementation

Level Twenty Seven Chambers:

- operates in an environment in which individual differences and contributions are welcomed, recognised, and valued. No form of intimidation, bullying or harassment will be tolerated;
- makes decisions that are consistent with our commitment;
- seeks out opportunities to enhance the diversity of our chambers and the broader legal profession;
- seeks out opportunities to provide resources and support to other organisations who share our commitment to promoting diversity, equality, respect and inclusion; and
- provide to our members, tenants and readers at least one annual professional development opportunity on a topic of equality and diversity relevant to professional practice.

Equality & Diversity Committee

The Equality & Diversity Committee of Level Twenty Seven Chambers has responsibility for the oversight, implementation, monitoring and periodic review of this policy.

Membership to the Equality & Diversity Committee* is open to any member, tenant, reader or employee of Level Twenty Seven Chambers. The Equality & Diversity Committee is chaired by a Queens Counsel member of Level Twenty Seven Chambers.

The names of all members of the Equality & Diversity Committee will be made available to all members, tenants, readers and employees of Level Twenty Seven Chambers. Members, tenants, readers and employees are invited and encouraged to provide feedback on this policy and its implementation to the members of the Equality & Diversity Committee at any time.

The Equality & Diversity Committee will review this policy at least annually and will report to the directors of Level 27 Pty Ltd on any recommendations to amend this policy.

Monitoring

To assist in identifying and eliminating sources of discrimination (including unintended discrimination and unconscious bias), the Equality & Diversity Committee will monitor:

- applications for readership;
- recruitment of established practitioners and offers for tenancy and membership;
- recruitment of staff;
- external and internal briefing practices and work flows;
- the recognition of all members, tenants and readers through CPD opportunities, legal awards, or otherwise; and
- decisions generally concerning the rights of and opportunities for readers, tenants, and members.

At least once a year, the Equality & Diversity Committee will provide a written report to the directors of Level 27 Pty Ltd on these matters, and all other aspects of compliance with this policy.

** The members of the Equality & Diversity Committee are: Rob Anderson QC, Michael Trim, Claire Schneider, Daniel Perry and Lynda Volk - 16th October 2017.*