



ANTI-RACIST STATEMENT

LAST REVIEWED IN APRIL 2025



Our Anti-Racist Statement

4PB accepts the recommendations of [‘Race At the Bar: A Snapshot Report’](#) and is committed to an anti racist agenda. At 4PB, we recognise our duty to promote equality and diversity within chambers and at the Bar. As a chambers and as individuals we recognise that we have a duty not to discriminate unlawfully against any person. We are committed to creating an inclusive culture in which clients, members, staff, pupils, mini-pupils, service providers and applicants from all backgrounds feel welcome, and are treated fairly, without discrimination.

We believe that this means not merely refraining from acting in a racially discriminatory way but taking proactive steps to confront and remedy the effects of racism. We recognise the impact of racism and discriminatory behaviour across all levels of society, and the role that all organisations must play in challenging racism and delivering anti-racist practice by changing the systems, policies and practices, structures, attitudes, and cultures that inhibit racial equality.

In chambers, we take a zero-tolerance approach to any form of racism; conscious or unconscious, intended or unintended, and condemn all discriminatory behaviour. Beyond that we are committed to improve access to the Bar and increase diversity within 4PB.

4PB is committed to

- developing effective data monitoring systems;
- ensuring an inclusive approach is taken to recruitment;
- supporting inclusive retention and career progression;
- setting targets by which we can measure the progress we have made in meeting our goals;
- ensuring that all policies, processes and systems challenge discriminatory impacts;
- maintaining a group dedicated to the anti-racist agenda in chambers which includes senior barristers and a member of the Practice Mangers room;
- creating a safe and encouraging environment for everyone to develop the knowledge and confidence to talk about and combat racism within chambers and in society;
- encouraging members to involve themselves in initiatives to improve diversity at the Bar;
- providing and making it an expectation that its members and Practice Mangers room will attend anti-racist training;

- ensuring that leadership of chambers understands its responsibility to monitor the progress of these commitments.

4PB makes this statement to signal its intent to fight racism and discrimination in all its forms and so that we may be held to account in respect of the commitments we make.



CONTACT

4PB

6th Floor,
St Martin's Court,
10 Paternoster Row,
London, EC4M 7HP
T: 0207 427 5200

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