

FLBA Anti-Racist Statement 2022

The FLBA is an organisation which seeks to represent all of those who practice at the Family Bar whatever their race, colour, religion or creed. The FLBA strives to benefit an inclusive and diverse membership.

The FLBA accepts the recommendations of ‘Race At the Bar: A Snapshot Report’ and is committed to an anti-racist agenda. That reflects the FLBA’s recognition that it is its duty to promote equality and diversity within the Bar in general and within the Family Bar in particular. As an association, we recognise that we have a duty not to discriminate unlawfully against any person and to encourage our members to consider the issue of racial discrimination carefully, educate themselves about discrimination, including how it arises and its impact, and to promote an anti-racist working environment. We are committed to creating an inclusive culture in which members and practitioners from all backgrounds feel welcome and are treated fairly without discrimination in any form, including indirect and structural discrimination.

The FLBA and its committee believe that a purposive approach to racial discrimination is required if historic and existing challenges are to be adequately addressed. This means not merely refraining from acting in a racially discriminatory way but taking proactive steps to confront and remedy the effects of racism wherever they exist in our profession. The association recognises the negative impact of racism and discriminatory behaviour across all levels of society, and the role that all organisations can play in challenging racism and delivering anti-racist practice by changing the systems, policies and practices, structures, attitudes, and cultures that inhibit racial equality.

The FLBA takes a zero-tolerance approach to any form of racism; conscious or unconscious, intended or unintended, and condemns all discriminatory behaviour and strongly encourages all its member to adopt the same approach. Beyond that we are committed to improve access to the Bar and increase diversity within the Family Bar.

To this end, the FLBA is committed to:

- All practitioners feeling welcome within the association and when completing their jobs on a day-to-day basis;
- supporting inclusive retention and career progression for all its members whatever their race, colour, religion or creed;
- 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 committee dedicated to diversity and inclusion within the FLBA which includes a range of members of the committee and other co-opted individuals as appropriate;
- working with any appropriate clerks association to promote an anti-racist agenda;
- creating a safe and encouraging environment for everyone to develop the knowledge and confidence to talk about and combat racism within the FLBA, in a professional context and in society;
- encouraging members to involve themselves in initiatives to improve diversity at the Bar;
- encouraging its members to attend anti-racist training;

- ensuring that its members understand their responsibility to monitor the progress of these commitments.

The FLBA 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.