



Chambers of John McDonnell QC

3 Stone Buildings  
Lincoln's Inn  
London WC2A 3XL  
Tel: +44 (0)20 7242 4937  
Fax: +44 (0)20 7405 3896  
DX: 52 London - Chancery Lane  
[clerks@threestone.law](mailto:clerks@threestone.law)  
[threestone.law](http://threestone.law)

## **THREE STONE CHAMBERS' EQUALITY AND DIVERSITY POLICY**

The aim of this policy is to declare Chambers' commitment to promoting and advancing equality and set out the practical steps that Chambers takes to further this commitment.

Chambers shall provide an environment in which members, staff, pupils and those dealing with them are treated fairly and respectfully. It opposes unfair or unlawful discrimination in any form, including by reference to race, sex, pregnancy and maternity, disability, marriage or civil partnership, age, sexual orientation, religion or belief, gender reassignment, or any other types of discrimination which the law prohibits. Chambers opposes victimisation and harassment (for which it has a separate policy) and is committed to making reasonable adjustments to prevent disabled persons from being put at a disadvantage.

Members and staff shall uphold the principles of equal opportunity and diversity. Applicants for membership, employment, pupillage and work experience shall be treated fairly and shall not be the subject of unfair or unlawful discrimination. Decisions regarding membership, work allocation, recruitment and selection, promotion, training, pay, disciplinary action and any other matter shall be made objectively and with those principles in mind. Where an individual has a disability, Chambers shall comply with its duty to make reasonable adjustments.

Chambers adopts the policies set out in the following policy documents:

- Diversity Data Policy.
- Grievance Procedure.
- Harassment Policy.
- Mobile Working Policy.
- Members Parenting and Flexible Working Policy Statement.
- Pupillage Policy Statement and Memorandum.
- Reasonable Adjustment Policy.
- Work Allocation Policy Statement.

The Equality and Diversity Officers are currently Adam Chichester-Clark and Emma Knight. Anyone to whom this policy applies who believes that they have suffered any form of discrimination, harassment or victimisation shall be entitled to raise that concern and should follow the Grievance Procedure.

October 2021