



DRAFT 3VB Pledge to Promote Gender Diversity - progress to March 2022

3VB currently (Mar 2022) has 23 female Members of Chambers. This is an increase of 4 since April 2020. There are 5 female Associate Members. 3VB has 3 pupils, two of whom are female.

Signing the Women in Law Pledge is a part of 3VB's rolling annual Equality & Diversity Action Plan. 3VB has appointed two Members of Chambers as Gender Diversity & Equality Representatives. The Gender Diversity and Equality Representatives are members of both the 3VB Management Board and the Equality & Diversity Committee.

The current Gender Diversity and Equality Representatives are Jane Davies Evans and Charlotte Eborall. The Chair of 3VB's Equality & Diversity Committee is Nicholas Craig QC.

GENDER DIVERSITY TARGETS

In parallel with signing the Women in Law Pledge, every April 3VB sets annual targets and reports on progress to meet those targets, which it will report to the Bar Council. The targets and progress against those targets to March 2022 are set out as follows:

| | Category | Target | Target date | Progress against Targets |
|---|----------------------|---|---------------|---|
| 1 | Practice development | To continue to ensure a fair and equitable distribution of unassigned work between female and male Members of Chambers | 31 March 2021 | The chair of the EDC together with the Senior Practice Managers (SPMs) and Chambers Director (CD), continue to review in detail the distribution of unassigned work on a quarterly basis to ensure that it is distributed fairly and equitably. Their observations are reported to the E&D Committee. |
| 2 | | To develop an appropriate method for measuring any gender earnings gap within Chambers, together with an action plan to monitor and manage any gender earnings gap on an ongoing basis* | | <p>This is considered by the chair of the EDC and the CD and SPMs, (helped by draft guidance provided by the Bar Council's EDSM Committee).</p> <p>For the year to October 2021, earnings data was analysed to ascertain (a) whether there are any discrepancies between the average earnings of male and female MoCs in the last year and (b) whether there have been any changes over the past 3 years.</p> <ol style="list-style-type: none"> the data appears to show is that: <ol style="list-style-type: none"> there is a difference in earnings between male and female MoCs; and over the past 3 years the gap has decreased somewhat. That said: <ol style="list-style-type: none"> in every one of these groups (except for the J16-20 group), one or more of the women MoCs have taken maternity leave in the past 3 years. The consequence of this is that their earnings are negligible/zero while on maternity leave and then, it seems, take some time to build up again. several women MoCs are primary carers who have indicated at various times, for example, that they do not wish to be considered for certain types of work or wish to work 'reduced' hours. <p>These factors affect the average and median figures for female MoCs in each group and go some way to providing an explanation for the difference in earnings.</p> <p>The data continues to be reviewed quarterly and reported to Chambers' E&D Committee and an annual review will again take place (in October 2022) and the results from the data will be reported to the AGM.</p> |
| 3 | | To continue to ensure that female Members of Chambers are fairly represented on panels of speakers at Chambers' in-house or external Chambers' sponsored marketing events | | <p>To Update</p> <p>For 20/21: 127 events in total. 65 members spoke at events (counting each member who spoke once. A number of members spoke at multiple events). 18 members were female (28% of speakers). Each female appeared on average 4 times. 47 members were male (72% of speakers). Each male appeared on average 2.7 times. For the period April 2021-April 2022 we had 137 events in total. 82 individual members and associate members of Chambers attended or spoke at an event in that period. 58 of those members were male (70%), 24 members were female (29%). Each female appeared on average 4 times. Each male appeared on average 3 times</p> |
| 4 | Retention | To ensure that the retention rate of female Members of Chambers remains consistent with the retention rate of male Members of Chambers** | | Over the last 3 years 1 female member and 1 male member have resigned from chambers. All other leavers over the last 3 years were retirements (male) |

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| 5 | Training and awareness | All Members of Chambers, staff and associate members shall be trained appropriately in: a) Gender equality, diversity and inclusion and awareness; and b) What constitutes sexual discrimination, sexual harassment, and bullying | 31 March 2022 | <p>All members and staff are required to attend at least one E&D training course per calendar year. These will be provided by the BC. In 21/22 there were 3 E&D courses on, Unconscious bias, Fair Recruitment, and Introduction to E&D. Another Introduction to E&D is in June 2022.</p> <p>Two female members attended the BC's, Sexual discrimination, sexual harassment, and bullying course in April 2021 and the "Voices of Women at the Chancery Bar"- 2nd Panel Discussion, also in April 2021</p> <p>Not all members and staff attended an E&D Course in 20/21 or in 21/22. The target will remain for 22/23 and the EDC will consider how it can encourage/improve member attendance at E&D courses.</p> |
| 6 | Silks | At least three female Silks | 31 March 2023* ** | One member was promoted to Silk in the 2021 round. |
| 7 | Chambers management | 30% of the voting members of the Management Board to be female | | Currently at 18.75%. Requires two more female members on the MB to achieve this target. One (male) member is stepping down from the MB in June 2022. |
| 8 | | At least one female representative for each of the Chamber's business practice groups | | Out of 11 practice groups in Chambers, we have 21 heads and co-heads, of which 8 are female (approx. 30%). We have appointed 5 new female practice group heads in the last 12 months. Six PGs have at least one female member. |
| 9 | | The gender split of representatives on all Chambers' committees shall reflect the gender split of Members of Chambers | | Female members represent 25.5% of chambers membership. At committee level it is: MB: 19% EDC: 60% CSR: 50% BDC: 27% PC: 28.6% |

* In addressing any gender earnings gap, Chambers recognises that in any given year, as self-employed barristers, Members of Chambers (of either gender) may choose to spend time away from their practice and/or work on less remunerative and/or pro bono work, which will negatively impact on their earnings (and therefore, any gender earnings gap) in that year.

** Measured by reference to Members of Chambers leaving 3VB over the previous 3-year period (not including retirement).

*** Already achieved for the Equality & Diversity Committee.

OTHER PROTECTED CHARACTERISTICS

3VB is committed to supporting all Members of Chambers with protected characteristics, and when carrying out any comparative reviews within Chambers, to compare the experience/outcomes of female Members of Chambers who are from an underrepresented group or have a disability against those of other female Members of Chambers.

Updated March 2022