

3VB Pledge to Promote Gender Diversity 2023/24

3VB (April 2023) has 28 female Members of Chambers and 4 female Associate Members. Together, female members represent 25.6% of the total membership/Associate membership of Chambers.

Signing the Women in Law Pledge is a part of 3VB's rolling annual Equality & Diversity Action Plan. In 2020, 3VB changed its Constitution, appointing two Members of Chambers as Gender Diversity & Equality Representatives. They are members of both the 3VB Management Board and the Equality & Diversity Committee.

The current Gender Diversity and Equality Representatives are Lisa Jacob and Liisa Lahti. The Chair of 3VB's Equality & Diversity Committee is Nicholas Craig QC.

GENDER DIVERSITY TARGETS

In parallel with signing the Women in Law Pledge, 3VB has set the following targets, and committed to report its progress against these targets to the Bar Council on an annual basis:

	Category	Target	Target date for review
1	Practice development	To continue to ensure a fair and equitable distribution of unassigned work between female and male Members of Chambers	30 April 2024
2		To develop appropriate methods for measuring and reporting any gender earnings gap within Chambers, together with an action plan to monitor and manage any gender earnings gap on an ongoing basis*	
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	
4	Retention	To ensure that the retention rate of female Members of Chambers remains consistent with the retention rate of male Members of Chambers**	30 April 2024
		Improve and increase mentoring opportunities for females in chambers:	
		Increase the number of female practice managers in Chambers (to reach 30% (from 20% - March 2023) of the PM team)	
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. Provide at least two wellbeing events and careers initiatives a year to support female members of chambers	30 April 2024
6	Silks	At least three female Silks	

7	Chambers management	<p>The gender split of representatives on all Chambers' committees shall at least reflect the gender split of Members of Chambers</p> <p>Build a future with more women in senior leadership roles and across our workforce. Aim to achieve a 50-50 gender balance among members and staff, with at least a third of management level roles held by women.</p>		<p>31 December 2023***</p> <p>October 2026</p>
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* 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).

*** Achieved for five of Chambers six Standing Committees (Equality & Diversity Committee, CSR Committee, Business Development Committee, Tenancy Committee, and the Pupillage 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 ethnic minority backgrounds or have a disability against those of other female Members of Chambers.

Next Review: April 2024.