

3VB Pledge to Promote Gender Diversity

3VB currently has 19 female Members of Chambers and 5 female Associate Members.

Signing the Women in Law Pledge is a part of 3VB's rolling annual Equality & Diversity Action Plan. In addition, 3VB has already changed its Constitution, appointing 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, 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
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
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*	
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**	
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
6	Silks	At least three female Silks	31 March 2023***
7	Chambers management	30% of the voting members of the Management Board to be female	
8		At least one female representative for each of the Chamber's business practice groups	
9		The gender split of representatives on all Chambers' committees shall reflect the gender split of Members of Chambers	

* 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 BAME or have a disability against those of other female Members of Chambers.

