



KENWORTHY'S CHAMBERS CORPORATE SOCIAL RESPONSIBILITY AND ENVIRONMENTAL POLICY

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Introduction to Corporate Social Responsibility (CSR)

CSR refers to how businesses regulate themselves to ensure that all of their activities positively affect society as a whole. CSR policies aim to guarantee that companies work ethically, considering human rights as well as the social, economic, and environmental impacts of what they do as a business. Businesses should meet and aim to exceed any relevant legislation, and if legislation does not exist in a particular area, the company should ensure they carry out best practices anyway.

Kenworthy's Chambers are committed to ensuring that any business undertakings are conducted as ethically as possible by following the below CSR and Environmental Policy. This policy document will be made available on our website to ensure all employees and members have access to a copy. This policy document is to be reviewed annually.

Who we are and what we do

Kenworthy's Chambers is a Barrister's Chambers that provides legal services. Our Barristers are organised into practice groups covering all the main areas of law, including Administrative and Public Law, Business and Property, Civil Litigation and Costs, Court of Protection, Criminal Law, Education, Employment Law, Family and Finance, Immigration, Asylum and Nationality, Inquests, Regulatory and Professional Discipline, Personal Injury and Clinical Negligence.

Practice Manager Maria Rushworth directs the Clerks at Kenworthy's Chambers. Clerks use their experience and knowledge to handle enquiries and advise clients on the most suitable Barrister for their case.

Members of Kenworthy's Chambers are instructed by a wide variety of clients and entities. Our extensive experience includes instructions in all types of work from various legal professionals, including Solicitors, Barristers, and Accountants.

Mission Statement

To recruit, develop, and retain our talented and diverse team that is devoted to delivering personalised services for clients by providing excellence in advice and advocacy.

VALUES

WE CHAMPION DIVERSITY

Kenworthy's Chambers has always been a progressive set, leading the way by championing diversity and inclusion in the legal profession.

WE RECRUIT AND NURTURE TALENT

Our dynamic multi-disciplinary teams provide clients across the UK with excellent legal services thanks to the premium expertise our talented Barristers possess.

WE ARE DOWN TO EARTH AND APPROACHABLE

We are committed to delivering outstanding client care with an approachable, friendly, down-to-earth attitude.

WE ARE FOCUSED ON CLIENT CARE

We dedicate ourselves to achieving the best possible outcome for every individual client by combining expert knowledge and leading practice with clear and effective communication.

Looking After Employees

To retain loyal and productive staff, it is vital to maintain a good working environment. Kenworthy's Chambers are committed to safeguarding the health, safety, and wellbeing of all members of staff and member Barristers in all aspects of their work.

We are an employer that pays the living wage, offers a pension scheme, and ensures that our staff are paid correctly and on time each month. We aim to provide employees with a healthy work/life balance by offering hybrid working where possible.

We are an Equal Opportunities Employer. We provide our staff with a safe and healthy work environment and our working conditions respect both individual and collective liberties. Our Equality and Diversity Policy ensures that staff are treated equally regardless of race, age, gender, sexual orientation, religion or beliefs, gender reassignment, marital status, pregnancy, maternity, or physical or mental disabilities.

We have an Equal Opportunities and Diversity Officer and a Chambers Data Diversity Officer. We promote non-discrimination (of race, age, gender, sexual orientation, religion or beliefs, gender reassignment, marital status, pregnancy, maternity, or physical or mental disabilities) when it comes to our recruitment and management. Kenworthy's Chambers welcomes people from all backgrounds to apply for tenancy and to make Pupillage applications. We aim to follow best practice with regards to disability and reasonable adjustments.

Kenworthy's Chambers is proud to be made up of members from a diverse range of backgrounds and ethnicities. Languages spoken include French, Spanish, Urdu, Punjabi, Gujarati, popular Hindi, and sign language.

To ensure employability and skills development our staff have yearly appraisals and are encouraged and supported in undertaking training for personal development. Kenworthy's Chambers is committed to encouraging and supporting staff training. Kenworthy's Chambers offers mentoring or training for Pupil Barristers and Barristers applying for silk or judicial appointments.

Looking After Customers

Kenworthy's Chambers is committed to maintaining a high-quality standard in running every aspect of the business. Chambers staff follow the Official Bar Guidelines for practice management. Members of Kenworthy's Chambers comply with the Bar Standards Board's Code of Conduct for Barristers.

Kenworthy's Chambers is committed to retaining the Legal Services Commission's Quality Mark for the Bar. Quality of service is closely monitored by the Chambers' Management Committee. Annual reviews every October, aim to continuously improve the provision of legal advice and advocacy across all the areas of law Kenworthy's Barristers practice.

Kenworthy's Chambers preserves the confidentiality of their client's affairs. Barristers are data controllers under the Data Protection Act and must comply with the requirements of the Act in handling data.

Barristers are responsible for the conduct of those who undertake work on their behalf and ensure that Clerks and other Chambers staff are aware of the need to dispose of confidential material securely when it is no longer required. Papers are not left where others can read them, and all confidential files are stored in a way that minimises the risk of unauthorised access.

Our Complaints Procedure is available on our website for clients who are dissatisfied with any aspect of service from a Member, Clerk, or Manager. Procedures are in place to ensure any complaints, however seldom received, are given due attention and appropriate resolutions found.

We strive to provide access to justice by accepting direct access clients. As a part of being compliant with the Bar Standards Board's Code of Conduct for Barristers, Kenworthy's Chambers provides direct access clients with a transparent pricing structure covering fees and additional costs, as well as guidance for lay clients and transparency guidance, available on our website.

Suppliers' Standards

We are committed to clear communication with our suppliers and to being a fair customer and to paying our suppliers properly and on time.

We refrain from using or accepting that our suppliers and sub-contractors make use of child labour (under the age of 15 years) or forced labour.

We try to source our supplies responsibly and always search the local area when looking for new suppliers. We purchase our toilet rolls from Go Charitable which produce environmentally friendly paper products and donate 50% of all profits to a UK-based charity that helps families with poorly children all over the country.

Protecting the Environment

Our company recognizes the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all so we operate as an environmentally sustainable organisation. We'll always follow best practices when disposing of garbage and using chemical substances.

Apart from legal obligations, our company will proactively protect the environment. Recycling, conserving energy, and using environmentally friendly technologies wherever it is reasonable and practical to do so.

Kenworthy's Chambers is a member of the Bar Council Sustainability Network. We desire to reduce our carbon footprint and will aim to reduce levels of pollution emissions wherever possible. We will work with our suppliers in their operations to minimise negative impacts on the environment where practical.

We have reviewed the Law Society's guidance on the impact of climate change on Solicitors to help understand the climate change risk our organisation faces and to do business competently and compliantly.

We encourage our staff and Barristers to use public transport or walk or cycle to work wherever possible. We permit hybrid working where possible so as to remove the necessity for the daily commute and attending meetings in person. We provide staff and member Barristers with secure spaces to lock up bicycles. Our 'Corporate Season Tickets' scheme allows our staff to obtain annual tickets for the train, provided through an interest-free company loan. These schemes help to reduce fuel consumption and greenhouse gas emissions and improve air quality.

We will review and explore measures for the reduction of volumes of all waste materials generated by Kenworthy's Chambers. All wastepaper is shredded and recycled. All seminar and learning materials are provided electronically unless requested in writing. We aim to explore further opportunities for recycling all possible waste.

We will continue to aim to reduce levels of energy consumption and currently ensure that heating, lighting, and ventilation are used efficiently and effectively. We are currently fitting all older light fixings in Arlington House with energy-saving lightbulbs as they need replacing. We will review and improve where appropriate the insulation and draft-proofing of chambers and its facilities. Portable appliance testing (PAT) of every electrical item in chambers takes place on an annual basis, with any items that fail ultimately getting replaced.

We will explore whether environmentally friendly products can be purchased when buying any equipment, solvents, and paper products for use in chambers.

Community Engagement

As a business, we try to do our bit to support local communities and be a good neighbour. Our support staff consists of local people, so we are supporting the surrounding community by employing such people.

The member Barristers and staff at Kenworthy's Chambers regularly donate, organise, and participate in fundraising events. Our designated charity is Forever Manchester, the only charity that raises money to fund and support community activity across Greater Manchester. We raised £590 for Mind and The Trussell Trust running, walking, and cycling 500 miles and have hosted coffee and cake mornings to raise money for Macmillan Cancer support. We have made regular donations to Just Helping Children, Costello Syndrome, Disabled Children, Needy Children, Children's Xmas Appeal, Children's Easter Appeal, Brain Injured Children, Rehabilitation of Sick Children, Kids with Cancer Appeal, Just4Children, and Manchester Disabled Children. Our Barristers and Clerks regularly attend charity quiz nights and charity dinners organised by our instructing Solicitors. We have sponsored Freedom from Torture, Race for Life, Tree of Hope, Shine, 3 Peaks Challenge, and have made one-off donations to Cancer Cure, St Ann's Hospice, Tree of Hope Childrens' Charity, Movember, Sands,

Roundabout, Migrants in Calais, Oaklands, Pure Insight, St George's Church, Forbes Foundation, Springhill Hospice, Francis House, H.U.G.S., Haldene Society, London Criminal Courts Association, and the Derian House Hospice.

Many member Barristers give time to a range of organisations and programmes in the wider legal community. Josephine Scally is the Northwest representative on the Bar Council Climate Crisis Working committee. Sally Penni was awarded an MBE for her inclusion and diversity work focused on gender, race, and social mobility. She also won an Outstanding Social Behaviour Award in 2020 for social impact and the Diversity Champion Award at the 2015 UK Diversity Legal Awards.

Several of our Barristers show commitment to the voluntary sector by being trustees or working on the management committees or boards of charities that specialise in legal advice. Plus, several of our member Barristers set up and support the Greater Manchester Law Centre (GMLC). Providing free, independent legal advice and representation for people who could not otherwise afford it, campaigning for access to justice, welfare provisions, employment rights, and housing for all.

Member Barristers participate in community outreach speaking in schools, trade unions, and to groups of servicemen and women. We are active supporters of access to justice initiatives. Our members regularly undertake pro bono work, with a total of 40 cases supported free of charge over the last year. Several member Barristers make annual donations to The Bar Pro Bono Charity of the Bar when they renew their practice certificates. Plus, we provide CPD training for legal professionals with a yearly series of free seminars.