



BAR
STANDARDS
BOARD

REGULATING BARRISTERS

Equality Analysis (EA) Screening Form

Date of Assessment	8 August 2017
Assessor Name & Job Title	Oliver May, Senior Policy Officer, Equality & Diversity
Name of Policy/Function to be Assessed	Parental Leave
Aim/Purpose of Policy	<p>To amend BSB Handbook rule rC110.3.k, and the definition of parental leave, to read as follows:</p> <p>rC110.3</p> <ul style="list-style-type: none">.k chambers has a parental leave policy which must cover as a minimum:<ul style="list-style-type: none">.i the right of a member of chambers to take parental leave;.ii the right of a member of chambers to return to chambers after a specified period, or number of separate periods, of parental leave, provided the total leave taken does not exceed a specified maximum duration (which must be at least one year);.iii a provision that enables parental leave to be taken flexibly and allows the member of chambers to maintain their practice while on parental leave, including the ability to carry out fee earning work while on parental leave without giving up other parental leave rights;.iv the extent to which a member of chambers is or is not required to contribute to chambers' rent and expenses during parental leave;.v the method of calculation of any waiver, reduction or reimbursement of chambers' rent and expenses during parental leave;.vi where any element of rent is paid on a flat rate

	<p>basis, the chambers' policy must as a minimum provide that chambers will offer members taking a period of parental leave a minimum of 6 months free of chambers' rent;</p> <p>Definition</p> <p>Parental leave means leave from practice taken by a carer of a child preceding or following birth or adoption. This could be a mother, father, or adoptive parent of either sex, and includes the married, civil, or de facto partner of a biological or adoptive parent.</p>
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1. Do you consider the policy to have an adverse equality impact on any of these groups? Write either 'yes' or 'no' next to the appropriate group(s).

Race	no	Sexual Orientation	no	Marriage/Civil Partnership (only in employment matters)	no
Gender	no	Religion/Belief	no		
Disability	no	Gender Reassignment	no		
Age	no	Pregnancy/Maternity	no		

2. If you answered 'yes' to any of the above, give your reasons why.

N/A

3. If you answered 'no' to any of the above, give your reasons why.

The policy is gender neutral, and requires parental leave to be offered equally to all self-employed barristers who become carers. While it is possible that this policy will see women barristers taking lower levels of parental leave, this would be a positive sign that the rule change was having the desired impact as it would mean that the responsibility for childcare was being shared more evenly between carers.