

EDSM Job Descriptions

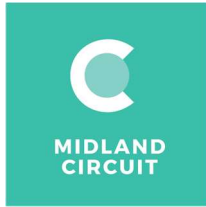
LGBTQ+ Representatives

Objective of Role

- To be the lead advocate(s) promoting the interests of members (or prospective members) of Circuit who identify as LGBTQ+.
- To work with other members of the EDSM Committee to create a Circuit-wide EDSM strategy that is realistic and deliverable, taking particular responsibility for ensuring that the interests of members who identify as LGBTQ+ are promoted.
- To help create a safe environment in which discussions and ideas on issues affecting the LGBTQ+ community can take place on Circuit.
- To raise awareness of LGBTQ+ equality issues on Circuit
- With the EDSM Committee and Circuit Administrator, to help create a working environment where the diversity of Circuit's members is accepted as part of the normal profile of barristers on the Midland Circuit.

Duties

- Ensure that you and/or your fellow LGBTQ+ Representative attend the quarterly meetings of the EDSM Committee.
- Take the lead in proposing initiatives to the EDSM Committee that encourage recruitment and retention of members (or prospective members) of Circuit from LGBTQ+ backgrounds, or which advance their careers.
- Together with your fellow LGBTQ+ Representative (and assisted by the Circuit Administrator) take responsibility for proposing and leading at least one initiative or event each year that supports and/or promotes the interests of LGBTQ+ members of Circuit (either alone or together with another of the EDSM interest groups)
- Take reasonable steps to maintain your own profile as a representative of LGBTQ+ interests on Circuit
- Work with the Circuit Administrator and other members of the wider EDSM team on Circuit to enlist volunteers to help run events promoting EDSM on Circuit, in particular events that support and promote members of the Circuit's LGBTQ+ community
- Help ensure good communications across all strands of Circuit's EDSM work to minimise duplication of effort and to promote joint working as part of Circuit's overall EDSM strategy.
- To work with organisations outside Circuit where appropriate to help advance Circuit's EDSM aims.



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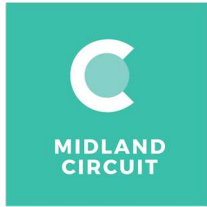
Faith Representatives

Objective of Role

- To be the lead advocate promoting the interests of, and supporting, members (or prospective members) of Circuit who come from faith backgrounds of any kind.
- To work with other members of the EDSM Committee to create a Circuit-wide EDSM strategy that is realistic and deliverable, taking particular responsibility for ensuring that the interests of members from faith backgrounds are included.
- To encourage and support the acceptance and inclusion of all faith and groups on Circuit.
- To raise awareness of faith equality issues and help create a safe environment in which discussions and ideas on issues affecting religion and faith within the profession and wider justice system can take place on Circuit.
- With the EDSM Committee and Circuit Administrator, to help create a working environment where the diversity of Circuit's members is accepted as part of the normal profile of barristers on the Midland Circuit.

Duties

- Ensure that you and/or your fellow Faith Representative attend the quarterly meetings of the EDSM Committee.
- Take the lead on proposing initiatives to the EDSM Committee that encourage recruitment and retention of members (or prospective members) of Circuit from faith backgrounds, or which advance their careers.
- Take reasonable steps to maintain your own profile as the Faith Representative on Circuit
- Together with your fellow Faith Representative (and assisted by the Circuit Administrator) take responsibility for proposing and leading at least one initiative or event each year that supports and promotes the interests of members of Circuit (either alone or together with another of the EDSM interest groups) whose faith is an integral part of their identity
- Work with the Circuit Administrator and other members of the wider EDSM team on Circuit to enlist volunteers to help run events promoting EDSM on Circuit, in particular events that support and promote members of the Circuit's faith community
- Help ensure good communications across all strands of Circuit's EDSM work to minimise duplication of effort and to promote joint working as part of Circuit's overall EDSM strategy.
- To work with organisations outside Circuit where appropriate to help advance Circuit's EDSM aims.



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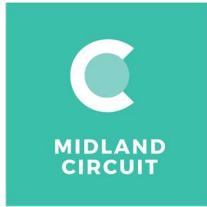
Wellbeing Representatives

Objective of Role

- To be the lead advocate promoting the concept of Wellbeing at the Bar, and promoting the interests of, and facilitating support for, members (or prospective members) of Circuit who have a disability or serious or chronic illness.
- To work with other members of the EDSM Committee to create a Circuit-wide EDSM strategy that is realistic and deliverable, taking particular responsibility for ensuring that the interests of members with disability or serious or chronic illness are included.
- To help encourage and support the acceptance and inclusion of members of Circuit with a disability or serious or chronic illness on Circuit.
- To raise awareness of disability and wellbeing equality issues, and help create a safe environment, in which discussions and ideas on issues affecting wellbeing and disability within the profession and wider justice system can take place on Circuit.
- With the EDSM Committee and Circuit Administrator, to help create a working environment where the diversity of Circuit's members is accepted as part of the normal profile of barristers on the Midland Circuit.

Duties

- Ensure that you and/or your fellow Wellbeing and Disability Representative attend the quarterly meetings of the EDSM Committee.
- Take the lead on proposing wellbeing initiatives to the EDSM Committee that encourage recruitment and retention of members (or prospective members) of Circuit with disabilities, or which advance their careers.
- Take reasonable steps to maintain the prominence and visibility of wellbeing issues and the interests of disabled members on Circuit.
- Together with your fellow Wellbeing and Disability Representative (and assisted by the Circuit Administrator) take responsibility for proposing and leading at least one initiative or event each year that raises the profile of wellbeing at the Bar and which supports and promotes the interests of members of Circuit (either alone or together with another of the EDSM interest groups) with disabilities.
- Work with the Circuit Administrator and other members of the wider EDSM team on Circuit to enlist volunteers to help run events promoting EDSM on Circuit, in particular events that support and promote members of the Circuit who have disabilities and wellbeing
- Help ensure good communications across all strands of Circuit's EDSM work to minimise duplication of effort and to promote joint working as part of Circuit's overall EDSM strategy.
- To work with organisations outside Circuit where appropriate to help advance Circuit's EDSM aims.



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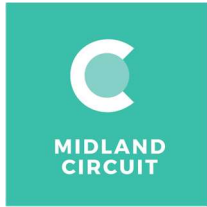
Diversity Research Representative

Objective of Role

- This is an ad hoc role with the post holder being responsible for coordinating any research into issues affecting diversity that the EDSM Committee or Circuit Committee wish to be carried out.
- The Research Representative will act as a point of reference for any diversity monitoring, data collection or research exercises that are deemed necessary and expedient for Circuit to carry out.
- They will be willing and able to assist with the formulation of the research, the conduct of the research and the writing up and presentation of the research.

Duties

- Attend meetings of the EDSM committee when requested.
- Keep themselves informed about different methods of gathering data from members and others (in association with the Circuit Administrator)
- Lead the design of surveys and other means of gathering information from members and other stakeholders as necessary
- Assist in the writing up and editing of research for Circuit as necessary
- Compliance with data protection regulations



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Race Sub-Committee Members

Objective of Role

- To be an advocate for the interests of members (or prospective) members of Circuit from racialised minority backgrounds.
- To play an active role in helping drive change and encouraging workplace equality at the Bar.
- To help create and maintain a movement that improves workplace equality, in particular by helping devise, promote and run training, workshops and events on the Midland Circuit (in conjunction with the Circuit Administrator and others)

Duties

- To attend Race SC Meetings at least quarterly;
- To assist the Chair of the Race Sub-Committee in developing proposals for initiatives on Circuit that encourage recruitment and retention of members (or prospective members) of Circuit from racialised minorities, or which advance their careers.
- To work with the Race Sub-Committee, Circuit Administrator and others to promote, run and attend events, training and workshops that advance Circuit's EDSM strategy, particularly where those events are targeted at members or prospective members from racialised minorities.
- To help forge and maintain good communications across all strands of the EDSM Committee's work and contribute towards the achievement of Circuit's overall EDSM strategy.
- To work with organisations outside Circuit where appropriate to help advance Circuit's EDSM aims.