

Bar Council Maternity, Paternity and Flexible Working Policy

1. A barrister's seat in chambers should remain open for a minimum of one year while on maternity leave. This applies to each pregnancy.
2. Chambers should offer a period of six months maternity leave free of rent and chambers expenses. The mechanics of calculation will be a matter for individual chambers depending upon how their rent and chambers expenses calculations are made.
3. A tenant on maternity leave should be encouraged to maintain contact with chambers and offered opportunities to do appropriate work if this is requested. The tenant should receive assistance with re-establishing their practice on their return to work.
4. The same provisions as at 1-3 above should be applied to an adoptive parent.
5. Members of chambers (male and female) should be offered a minimum of one month's leave free of chambers rent and expenses following the birth or adoption of a child by their partner, where they have or share responsibility for that child and so that they can discharge that responsibility.
6. Chambers should have written policies permitting members of chambers (male or female) to take career breaks, work flexible hours, part time or partly from home to enable them to manage their family responsibilities and remain in practice.
7. Members of chambers who do any work during a period of leave covered by this policy should ensure that they have a current practising certificate.

Approved by the Bar Council on 15 May 2004

