



WICL WORKING PRACTICES PLEDGE

We invite Chambers, Firms and other workplaces to commit to the WICL Working Practices Pledge:

We recognise:

1. General working conditions in Police Stations, prisons, Magistrates' and Crown Courts are woefully inadequate.
2. Court listings have a significant impact upon the personal and professional lives of advocates and litigators, particularly those with caring responsibilities.¹
3. Poor facilities in court, prisons and police stations and unpredictable listings have a disproportionate effect on individuals who are receiving fertility treatment, breast feeding and individuals going through the menopause.
4. Poor working conditions in courts and police stations and listing difficulties are contributing to the attrition rate.
5. CVP can be a valuable resource and is being insufficiently utilised by courts.
6. In court and police station environments, pressure can be placed upon individuals to work unreasonable hours without breaks.
7. In court and police station environments, there can be instances of disrespectful behaviour, which can be difficult to challenge.
8. There is a need for change.

We commit to:

1. Supporting our members'/employees' requests for remote hearings/prison visits and reliable, fixed time-marked hearings, whenever possible.
2. Supporting our members'/employees to take reasonable breaks and work reasonable, predictable hours.
3. Supporting our members'/employees' in requiring and ensuring that they are treated with respect in the workplace.
4. Promoting effective liaison with court list officers.
5. Encouraging HMCTS, Prison Governors and Chief Constables to improve facilities for professionals at Courts, prisons and police stations, including providing drinking water, clean toilet facilities, reasonable temperatures within the buildings, good lighting, access to spaces for private conferencing, somewhere to store milk/medication and space for taking medication/pumping milk.

¹ Parent includes biological, non-biological, step-parent and anyone with parental responsibility.