

# **Your CHAMPS are here to help**

## **What are the CHAMPS?**

CHAMPS are the **CHAM**bers **P**ersonnel **S**upports. They are available to provide support on matters related to welfare, such as harassment, bullying and discrimination.

## **Who are the current 3RB CHAMPS?**

Genevieve Woods and Ella Crine

## **What is the role of the CHAMPS?**

CHAMPS are the persons nominated under the Bullying and Harassment Policy as the first point of contact for raising a welfare concern. Anyone in Chambers can approach the CHAMPS for support, including pupils, barristers and staff members.

The CHAMPS can:

- Meet with you to listen to your concerns;
- Assist you in navigating an informal complaint;
- Provide information about the process of making a formal complaint under the Grievance Policy;
- Act as your identified point of contact if you do choose to make a formal complaint;
- Signpost to support resources, both within chambers and externally.

## **Is the information I share with the CHAMPS confidential?**

While the CHAMPS undertake to handle concerns with sensitivity and respect for your privacy, they cannot promise confidentiality.

In certain circumstances, the CHAMPS will be obliged to make an onward disclosure, for example if the conduct meets the threshold for mandatory referral to the BSB or if the information which is shared indicates that there is a risk of ongoing or immediate harm to other persons, such that police intervention is required.

However, the CHAMPS will comply with GDPR requirements in relation to the concern which is disclosed and any related records. This means that information will only be shared with others where it is necessary and proportionate to do so.

## **How do I contact the CHAMPS?**

Genevieve Woods  
07440791547  
[genevieve.woods@3rblaw.com](mailto:genevieve.woods@3rblaw.com)

Ella Crine  
07914867565  
[ella.crine@3rblaw.com](mailto:ella.crine@3rblaw.com)