

5 Essex Chambers Anti-Racist Statement

5 Essex Chambers is committed to being an anti-racist organisation. We will not tolerate racism in any form and have clear processes for dealing with any instances of racial discrimination, harassment or victimisation arising in Chambers under our Equality, Diversity and Inclusion Policy, our Anti- Harassment Policy and our Disciplinary and Grievance Procedures. We recognise, however, that being truly anti-racist goes beyond not tolerating racism. It requires us to acknowledge the effects of existing and systemic racism in all its forms and to take proactive steps to address race inequality in our profession and in the wider community.

Steps we have already taken include the following:

- Incorporating actions for Chambers from the BSB's anti-racist statement and the Bar Council's Framework for Taking Action on Race Equality into 5 Essex Chambers's Equality, Diversity and Inclusion Action Plan
- Providing Equality, Diversity and Inclusion training to all barristers and staff in Chambers, including comprehensive anti-racist training and training on unconscious bias and making provision for training for new joiners and regular refresher training
- Joining the 10,000 Black Interns Scheme
- Participating in the Bar Council's Bar Placement Scheme, run in conjunction with Pathways to Law and the Social Mobility Foundation, in support of giving young people from less advantaged backgrounds access to the Bar
- Improving our monitoring of work allocation within Chambers, including analysing data specifically broken down by ethnicity, and quarterly reporting on the monitoring of work allocation by the Equality, Diversity and Inclusion Officer to the Management Committee

Our commitment to helping effect real change is ongoing and we will continue to develop our actions in furtherance of our anti-racist agenda. We will regularly review and reflect on its progress.

Oct 2023