

Details	Chambers: 39 Essex Chambers	
	Address: 81 Chancery Lane, London	
	Postcode: WC2A 1DD	
	London/Regional: London and South Eastern Circuit	
	Size (Small - Under 20 / Medium - 20-45 Members / Large - 45+ Members):	Large
	Date Return Received: August 21 st 2015	
Policies	Equality & Diversity (E&D) Policy in Place	Yes
	Date E&D Implemented	01/04/09
Processes in place for:	Equality Monitoring	Yes
	Monitoring Under Representation	Yes
	Addressing Under Representation	Yes
	Positive Action	Yes
	Training in Equality & Diversity	Yes
	Fair allocation of Work in Place	Yes
	Reasonable Adjustments	Yes
	Maternity, Paternity, Parental Leave and Flexible Working Arrangements	Yes
Complaint procedure implemented	Complaints Procedure in Place	Yes
	Informal Complaints Resolution (ICR) Procedure Implemented	Yes
	Formal Complaints Resolution (FCR) Procedure Implemented	Yes
	Policy Statement which treats Breach of E&D Policy and Procedure as Disciplinary	Yes
	No of Complaints received under FCR Procedure (in last 12 months)	0
	No of Complaints received under FCR Resolved (in last 12 months)	0
Gender Statistics	No of Male QCs	34
	No of Female QCs	8
	No of Male JC	50
	No of Female JCs	33
	No of Male Pupils	0
	No Female Pupils	0
	No of Male Staff	25
	No of Female Staff	15
Ethnicity Statistics	No of QCs - White	38
	No of QCs - Other Ethnic Group	4
	No of JCs - White	76
	No of JCs - Other Ethnic Group	7
	No of Pupils - White	0
	No of Pupils - Other Ethnic Group	0
	No of Staff - White	36
	No of Staff - Other Ethnic Group	4
Disability	No of QCs with Known Disability	1
	No of JCs with Known Disability	0
	No of Pupils with Known Disability	0
	No of Staff with Known Disability	0