

Equality and Diversity Data

Chambers has an ongoing commitment to the fair and equal treatment of all members, pupils and staff. As part of this commitment (and in compliance with the requirements of the Bar Standards Board (BSB) Code of Conduct) Chambers has undertaken a diversity survey of all its barristers and staff. This report summarises and publishes the results of that survey.

The basis of the survey

- All members, staff and pupils were given the opportunity to provide their Diversity Data via an online survey in August/September 2023.
The provision of such data was entirely voluntary and individuals were free to provide some, none or all of their Diversity Data.
- 86 out of a total of 142 responded to the survey. Of those, 76 gave consent for their answers to be published. This is a response rate of around 60%.
- Data was collected anonymously.
- Data is not published where its publication might otherwise lead to the identification of individuals. Where figures in any category are below 10, they are only reported where consent was given by all individuals in the category. Otherwise, the category may be removed in its entirety, may be merged with another category to give a broader view or a headline summary may be given in its place.
- Where percentages are given, they are percentages of the total number of actual respondents to the survey and not percentages of the workforce as a whole.
- For brevity, the summary below only includes positive results (ie where there were no people under the age of 25, the table does not include a category for people under the age of 25).

Diversity Data Summary

Age

All 9SJS

Age	Number	% of total who responded whose data can be published
25 – 34	14	18.42%
35 – 44	19	25.00%
45 – 54	25	32.89%
55 – 64	17	22.37%
65+	1	1.32%
Total	76	

KCs

Age	Number	% of total who responded whose data can be published
45 – 54	1	33.33%
55 – 64	1	33.33%
65+	1	33.33%
Total	3	

Junior Counsel and Pupils

Age	Number	% of total who responded whose data can be published
25 – 34	11	18.00%
35 – 44	18	29.50%
45 – 54	19	31.14%
55 – 64	14	61.00%
Total	61	

Staff

Headline summary: There are a mix of age groups but figures are not published for anonymity reasons.

Sex

All 9SJS

Sex	Number	% of total who responded whose data can be published
Male	39	51.32%
Female	37	48.68%
Total	76	

KCs

Sex	Number	% of total who responded whose data can be published
Male	3	100%
Female	0	0%
Total	3	

Junior Counsel and Pupils

Sex	Number	% of total who responded whose data can be published
Male	29	47.50%
Female	32	52.4%
Total	61	

Staff

Headline summary: Chambers has male and female staff but figures are not published for anonymity reasons.

Gender Identity

Headline summary: No barristers or staff indicated that their gender identity was different from their sex as assigned at birth, one preferred not to say.

Disability

(a) Do you consider yourself to have a disability according to the definition in the Equality Act?

Headline summary: Chambers has counsel in this category who consider themselves disabled but figures are not published for anonymity reasons. Chambers does not have staff who consider themselves disabled.

(b) Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?

Chambers only publishes figures across chambers, rather than broken down into categories of role, for anonymity reasons.

All 9SJS

	Number	% of total who responded whose data can be published
No	58	76.32%
Yes (limited either to a little or a lot)	14	18.42%
Prefer not to say	2	2.63%
Total	76	

Ethnic Group

All 9SJS

	Number	% of total who responded whose data can be published
Asian / Asian British – Indian	1	1.32%
Asian / Asian British – Pakistani	1	1.32%
Black / African / Caribbean / Black British – African	<i>There is representation in this category but the number is not published for anonymity reasons.</i>	
White – British / English / Welsh / Northern Irish / Scottish	66	86.84%
White – Irish	2	2.63%
White – Other	2	2.63%
Multiple Ethnicity – White and Asian	1	1.32%
Mixed / Multiple Identity – Other	1	1.32%
Total	74	

KCs

	Number	% of total who responded whose data can be published
White – British / English / Welsh / Northern Irish / Scottish	3	100%
Total	3	

Junior Counsel and Pupils

	Number	% of total who responded whose data can be published
Asian / Asian British – Indian	1	1.64%
Asian / Asian British – Pakistani	1	1.64%
Black / African / Caribbean / Black British – African	<i>There is representation in this category but the number is not published for anonymity reasons.</i>	
White – British / English / Welsh / Northern Irish / Scottish	53	86.89%
White – Irish	1	1.64%
White – Other	1	1.64%
Multiple Ethnicity – White and Asian	1	1.64%
Mixed / Multiple Identity – Other	1	1.64%
Total	59	

Staff

	Number	% of total who responded whose data can be published
White – British / English / Welsh / Northern Irish / Scottish	10	83.34%
White – Irish	1	8.33%
White – Other	1	8.33%
Total	59	

Socio Economic Background

(a) If you went to University (to study a BA, BSc course or higher), were you part of the first generation of your family to do so?

All 9SJS

	Number	% of total who responded whose data can be published
Not First Generation	33	43.42%
First Generation	36	47.37%
Did not attend	<i>Not publishable for anonymity reasons</i>	
Total	69	

KCs – All KCs are graduates

	Number	% of total who responded whose data can be published
Not First Generation	1	33.33%
First Generation	2	66.67%
Total	3	

Junior Counsel and Pupils – All Junior Counsel and Pupils are graduates

	Number	% of total who responded whose data can be published
Not First Generation	28	36.84%
First Generation	33	43.42%
Total	76	

Staff

Headline summary: Staff contained a mixture of those who did not attend university, those who attended and were part of the first generation to do so and those who attended and were not part of the first generation to do so. Numbers are unpublishable for anonymity reasons.

Socio Economic Background

(b) Did you mainly attend a state or fee paying school?

All 9SJS

	Number	% of total who responded whose data can be published
State School	59	77.63%
Fee Paying School	15	19.74%
Incomplete	2	2.63%
Total	76	

KCs

	Number	% of total who responded whose data can be published
UK State School	1	33.33%
UK Independent / Fee Paying School	2	66.66%
Total	3	

Junior Counsel and Pupils

	Number	% of total who responded whose data can be published
UK State School	48	78.69%
UK Independent / Fee Paying School	13	21.31%
Total	61	

Staff

	Number	% of total who responded whose data can be published
UK State School	10	83.33%
Fee Paying School	0	0%
Incomplete	2	16.67%
Total	12	

Caring Responsibilities

Are you a primary carer for a child or children under 18?

All 9SJS

	Number	% of total who responded whose data can be published
Yes	28	36.84%
No	47	61.84%
Prefer not to say	1	1.32%
Total	76	

KCs

	Number	% of total who responded whose data can be published
No	3	100%
Total	3	

Junior Counsel and Pupils

	Number	% of total who responded whose data can be published
Yes	26	42.62%
No	34	55.74%
Prefer not to say	1	1.64%
Total	61	

Staff

Headline summary: There are more staff members who are not primary carers than who are primary carers but the figures cannot be published for anonymity reasons.

Caring Responsibilities

Do you look after or give any help or support to family members, friends, neighbours or others because of either: (a) Long-term physical or mental ill-health/disability? (b) Problems related to old age?

KCs

	Number	% of total who responded whose data can be published
No	3	100%
Total	3	

Junior Counsel and Pupils

	Number	% of total who responded whose data can be published
Yes	46	75.4%
No	15	24.6%
Total	61	

Staff

Headline summary: There are staff who are carers but the numbers cannot be published for anonymity reasons.

Sexual Orientation

Headline summary: 86.84% of Chambers identifies as heterosexual/straight. Chambers also has members/staff who identify as lesbian, gay, bisexual, and an 'other' undefined category. The numbers relating to all categories other than heterosexual/straight are not publishable for anonymity reasons.

Religious Belief

Headline summary: 38.6% of Chambers has no religion or belief; 33.33% of Chambers is Christian. Chambers also has counsel/staff of the following religion/beliefs: Jewish, Muslim, Sikh, Any other religion. Numbers are not published for anonymity reasons.