



Diversity Data

SUMMARY

Rule rC110.3.q-t of the Code of Conduct contained in the BSB Handbook requires chambers to publish a summary of its diversity data monitoring exercise, carried out every three years.

Questionnaires were sent to all barristers, pupils and staff (clerking and administration) with data collected up to 29 November 2020. The voluntary responses were collated, analysed and anonymised for reporting in December 2020.

Our overall response rate was 90%:

82.5% of Queen's Counsel, 75% of junior barristers (including pupils), and 89% of staff (including clerks and administrative staff) provided data, with an overall total of 88% consenting to its publication.

The Code of Conduct prohibits the publication of data on sexual orientation and religious belief unless consent is received from each member of the workforce. We did not receive 100% consent and therefore no data is published in this report on those characteristics. However, we can confirm we have a diversity of both sexual orientation and religious beliefs within Chambers.

Where fewer than 10 individuals within a published category (or sub-category) identify through the questionnaire with the same diversity characteristic, in accordance with the Code of Conduct, the anonymised data will not be published, unless all affected individuals' consent. Where this has occurred, we have either not published the data, or data for certain categories has been amalgamated. Pupils' data (despite their consent in a group of less than 10), is amalgamated within the Junior barristers' group.

KEY POINTS

- We can report a positive improvement in our gender diversity, with an increase in females across all Chambers' roles. Females now represent 21% of QCs, an increase of 6% from 2017. This number also exceeds the Bar average of 16.2% for female QCs, as noted in the BSB's 2019 Equality at the Bar report. Females now represent 25% of Junior barristers/Pupils, an increase of 2% from 2017. Our number of female staff overall (including clerks) has also increased from 36% to 42%.
- 5% of Chambers' workforce identified as disabled, an increase of 2% from 2017.
- 34% of QCs and 37.5% of junior barristers/pupils attended UK State schools.
- 30% of QCs, 21% of junior barristers/Pupils and 13% of staff were First Generation University Graduates.

- We continue our efforts with involvement in a number of initiatives to broaden the Bar's and Chambers' diversity through higher representation from Black, Asian and Minority ethnic backgrounds. In addition to the work we are undertaking individually and with other commercial/magic circle Chambers, adoption of the BSB's anti-racism statement will form part of our Action Plan for 2021.

GENDER

	Male	Female	Prefer not to say
Queen's Counsel	79%	21%	
Junior barristers and pupils	73%	25%	2%
Staff (clerks and administration)	58%	42%	
Clerks	62%	38%	

EDUCATION

	UK State School	UK Independent / Fee Paying School	Non-UK School	Prefer not to say
Queen's Counsel	34%	64%		2%
Junior barristers and pupils	37.5%	37.5%	23%	2%

FIRST GENERATION UNIVERSITY

	Graduate, not first generation	Graduate, first generation	Did not attend University	Prefer not to say
Queen's Counsel	64%	30%	3%	3%
Junior barristers and pupils	75%	21%		4%
Staff (clerks and administration)	20%	13%	63%	4%

ETHNIC GROUP

	Asian / Asian British – Chinese	Asian / Asian British – Indian	Mixed / multiple ethnicity – White and Black African	Mixed / multiple ethnicity – White and Chinese	Black African / Caribbean / Black British – African	Mixed / multiple ethnicity – Other	White – British / English / Welsh / Northern Irish / Scottish / White – Irish / White – Other	Prefer not to say
Queen's Counsel		6%				3%	91%	
Junior barristers and pupils	2%	2%	2%	5%			87%	2%
Staff (clerks and administration)					4%		96%	

PRIMARY CARER

	Yes	No	Prefer not to say
Queen's Counsel	24%	76%	
Junior barristers and pupils	23%	75%	2%
Staff (clerks and administration)	17%	83%	