

Diversity Data Monitoring 2023

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, clerks and administration staff with data collected up to 16 October 2023. The voluntary responses were collated, analysed and anonymised for reporting in November 2023.

Our overall response rate was 95%, with 90% of the total workforce consenting to the publication of their data.

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 that 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questionnaire with the same diversity characteristic, in accordance with the Code of Conduct, the anonymised data will not be published, unless all affected individuals consent. In the case of such groups where unanimous consent has not been received, 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 further positive improvements in our gender diversity, with females representing 27% of all barristers (KCs, junior barristers and pupils). Females now represent a total of 19% of KCs (against the average of 17.9% published by the Bar Council in December 2021) and 30% of Junior barristers/Pupils (which is an increase of 20% from the exercise we carried out in 2020). Females make up almost half of the Staff group. We are committed to bringing about further improvements in gender diversity through our Women in Law Pledge.
- 4% of Chambers' workforce identified as having a disability. We continue to engage with all those who work in (or visit) Chambers to make it accessible in terms of both physical and mental health disabilities.
- We continue our efforts to broaden Chambers' diversity through greater representation from Black, Asian and Minority ethnic backgrounds. In addition to various initiatives in which we participate in this area (including with other commercial chambers), we have adopted an anti-racist statement which is available on Chambers' website. We also have a Race Equality Audit and Action Plan which includes a target for increasing the number of Black applicants for pupillage to 10% by the recruitment round commencing in 2025.

GENDER

5 people responded with 'Prefer Not to Say' on their Role. Of those who selected a role, the breakdown is as follow:

	Male	Female	Prefer not to say
King's Counsel	81%	19%	-
Junior barristers/pupils	68%	30%	2%
All barristers (including pupils)	72%	27%	1%
Clerks - Managers, Supporting Fee Earners, Marketing/BD	56%	44%	-
Business Services (including Heads of Departments, HR, IT, Finance)	60%	40%	-

AGE

	65+	55-64	45-54	35-44	25-34	16-24	Prefer not to say
King's Counsel	8%	35%	51%	3%	-	-	3%
Junior barristers and pupils	-	-	13%	46%	32%	7%	2%
All Staff	-	-	4%	32%	32%	32%	-

EDUCATION

	UK State School	UK Independent / Fee Paying School	Non-UK School	Not yet completed/Prefer not to say
King's Counsel	40%	54%	3%	3%
Junior barristers and pupils	34%	35%	27%	4%
All Staff	73%	14%	10%	3%

FIRST GENERATION UNIVERSITY

	Graduate, not first generation	Graduate, first generation	Did not attend University	Not yet completed/Prefer not to say
King's Counsel	64%	30%	3%	3%
Junior barristers and pupils	83%	13%	0%	4%
All Staff	4%	23%	73%	-

ETHNIC GROUP

	Asian /Asian British – Chinese	Asian /Asian British – Indian	Asian /Asian British – Other	Mixed /multiple ethnicity – Other	Mixed /multiple ethnicity – White and Asian	Mixed /multiple ethnicity – White and Black African	Mixed /multiple ethnicity – White and Chinese	Black, African /Caribbean/ Black British - African	White – British /English / Welsh / Northern Irish / Scottish	White – Irish	White – Other
King's Counsel		3%		8%	3%		3%	-	77%	3%	3%
Junior barrister s and pupils	3%	2%	2%	-	3%	2%	3%	-	54%	7%	24%
All Staff	-	-	-	-	-	-	-	4%	82%		14%

PRIMARY CARER OF CHILD/CHILDREN UNDER THE AGE OF 18

	Yes	No	Prefer not to say
King's Counsel	30%	65%	5%
Junior barristers and pupils	25%	73%	2%
All Staff	14%	86%	-

CARER/SUPPORT PROVIDER (OF ILL, DISABLED, ELDERLY PERSON)

	No	Yes 1-19 hours per week	Yes 20-49 hours per week	Yes 50+ hours per week	Prefer not to say
King's Counsel	60%	35%	-	-	5%
Junior barristers and pupils	92%	4%	-	-	4%
All Staff	68%	17%	5%	5%	5%