

EQUALITY AND DIVERSITY DATA

In accordance with the Bar Standards Board Handbook, XXIV Barristers' Chambers has surveyed its workforce with a view to collecting and publishing equality and diversity data. The purpose of the BSB rules is to provide transparency concerning recruitment and employment activities and to encourage an independent, strong, diverse and effective legal profession.

Equality and diversity data is considered to be information relating to the following characteristics: age, gender, disability, ethnic group, religion or belief, sexual orientation, socio-economic background and caring responsibilities.

The survey was conducted anonymously and in accordance with the BSB rules. Participation in the survey was voluntary.

The data summarised below is based on the responses actually received, and may not reflect the position that would have applied if all those eligible to participate had chosen to do so.

Each diversity characteristic is categorised against job status and role in a manner which reflects seniority within Chambers. In order to be able to provide any data for publication, XXIV Barristers' Chambers publishes its data in the following categories:

- Barristers (including QCs, junior barristers and pupils).
- Staff.

Data is not published where its publication might reasonably lead to the identification of individuals. Data for other diversity characteristics other than those shown below was collected, but its publication might lead to the identification of individuals.)

The data was collated up to 30th November 2019 and reflects the position at that date. The information is rounded to the nearest percentage point. Not all questions were answered by every participant.

AGE [THE NUMBER IN BRACKETS = SIZE OF THE GROUP]

	16-24	25-34	35-44	45-54	55-64	65+
Barristers	0	30% (7)	13% (3)	26% (6)	18% (4)	13% (3)
Staff	20% (2)	40% (4)	20% (2)	10% (1)	10% (1)	0

GENDER

	Male	Female
Barristers	70% (16)	30% (7)
Staff	70% (7)	30% (3)

DISABILITY

Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

	Yes	No
Barristers	0	100% (22)
Staff	0	100% (9)

LIMITATIONS

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?

	Yes	No
Barristers	5% (1)	95% (21)
Staff	0	100% (9)

ETHNIC GROUP

Ethnicity	Asian / Asian British	African / Caribbean / Black British	Mixed / Multiple Ethnic Groups	White	Other Ethnic Group
Barristers	9% (2)	0	5% (1)	86% (19)	0
Staff	0	0	0	100% (10)	0

UNIVERSITY

Did you attend university to study a BA, BSc or higher course?

Education	Yes	No
Barristers	95% (19)	1% (1)
Staff	33% (3)	67% (6)

FIRST AT UNIVERSITY

Were you part of the first generation of your family to attend university?

Education	Yes	No
Barristers	0	100% (19)
Staff	33% (3)	67% (6)

STATE VS FEE-PAYING SCHOOL

Did you mainly attend a state or fee paying school between the ages of 11 and 18?

Education	UK State School	UK Independent / Fee-paying school	Attended school outside UK
Barristers	48% (10)	43% (9)	9% (2)
Staff	67% (6)	22% (2)	11% (1)

PRIMARY CARER FOR A CHILD

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

	Yes	No
Barristers	30% (7)	70% (16)
Staff	22% (2)	78% (7)

LOOKING AFTER / HELPING FAMILY MEMBERS WITH DISABILITIES / OLD AGE [TIME SPENT = PER WEEK]

	No	Yes 1-19 hours	Yes 20-49 hours	Yes 50+
Barristers	91% (21)	9% (2)	0	0
Staff	60% (6)	40% (4)	0	0