

Diversity Data 2020

This diversity data has been collated in accordance with the BSB Handbook, Rules on Equality and Diversity ([BSB Handbook](#)).

123 members, staff and pupils were sent the survey to complete and of those 108 (88%) responded. Out of that total 3 respondents did not complete the form with any meaningful data. Of the complete responses 8 indicated that they did not consent to the collection of their anonymised data and so their data has been omitted from the following published data. A further 4 did not consent to their anonymised data being published in circumstances where they would be included in a pool of less than 10 members sharing one or more characteristics.

It follows that the numbers provided below will not always add up to the total number of responses and percentages will not always total 100%. For the same reasons some possible answers have been omitted entirely. Anonymity is the priority, where it has been requested, in accordance with BSB guidance.

Roles within Chambers

Barrister QC	4	4.12%
Barrister Member	71	73.2%
Barrister Pupil	2	2.06%
Managerial Role (CEO, Practice Director, Head of Finance etc.)	4	4.12%
Support Role (member of staff, catering, researcher, librarian etc.)	16	16.49%

Do you have responsibility for supervising or managing the work of barristers or other employees?

Yes	32	32.99%
No	61	62.89%
Prefer not to say	4	4.12%

Current Age

16-24	1	1.03%
25-34	32	32.99%
35-44	28	28.87%
45-54	17	17.53%
55-64	11	11.34%
65+	6	6.19%
Prefer not to say	2	2.06%

Gender

Male	64	65.98%
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Female	32	32.99%
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Is your gender identity the same as the sex that you were assigned at birth?

Yes	95	97.94%
No	1	1.03%

Disability

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

Yes	7	7.22%
No	90	92.78%

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

Yes, limited a lot	0	0%
Yes, limited a little	12	12.37%
No	84	86.60%

Ethnicity

What is your ethnic group? (Only groups with at least one positive response, and consent for publication of that response, are recorded.)

Mixed / Multiple Ethnic Groups – White and Asian	1	1.03%
Mixed / Multiple Ethnic Groups – Other Backgrounds - Indian and Pakistani; White and Jewish; British and Iranian; Mixed White European; White Latin	6	6.19%
Asian / Asian British – Indian	<10	
Asian / Asian British – Pakistani	1	1.03%
Asian / Asian British – Other Asian Background	1	1.03%
Black / African / Caribbean / Black British – African British	2	2.06%
Black / African / Caribbean / Black British – Caribbean British	1	1.03%
White – British / English / Welsh / Northern Irish / Scottish	75	77.32%
White – Irish	1	1.03%
White – Any Other Background	5	5.15%
Prefer not to say	<10	

Religion or Belief

(Only groups with at least one positive response, and consent for publication of that response, are recorded.)

Agnostic	18	18.56%
Atheist	20	20.62%

No religion or belief	10	10.31%
Christian (all denominations)	27	27.84%
Hindu	2	2.06%
Jewish	6	6.19%
Muslim	<10	
Any other religion – Roman Catholic	1	1.03%
Prefer not to say	<10	

Sexual Orientation

Bisexual	2	2.06%
Gay man	5	5.15%
Gay woman / lesbian	2	2.06%
Heterosexual / straight	83	85.57%
Other	1	1.03%

Education

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

UK State School	56	57.73%
UK Independent / Fee Paying School	32	32.99%
Attended school outside the UK	5	5.15%

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

Yes	34	35.05%
No	53	54.64%
I did not attend University	7	7.22%

Care for Others

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

Yes	31	31.96%
No	65	67.01%

Do you look after or give any help or support to family members, friends, neighbours or other because of either long term physical or mental ill-health / disability, or problems related to old age?

No	79	81.44%
Yes, 1-19 hours a week	16	16.49%
Yes, 20-49 hours a week	1	1.03%