



Diversity Data Report

November 2017

Introduction

The Bar Standards Board (BSB) requires all chambers to collate and publish a summary of workforce diversity data every three years (this is in accordance with the BSB Handbook Equality Rules).

This report is a summary for 5 Essex Court of the data monitoring exercise conducted in October-November 2017. It therefore reflects the workforce during that period.

The data will next be collated and updated by November 2020.

Data Collection and Analysis

The Chambers' Diversity Data Officer issued diversity data questionnaires to all barristers, pupils and staff in October 2017. The questionnaires used were based on the model form set out in the BSB Handbook Equality Rules.

The recipients were asked to consent to Chambers' Diversity Data Officer processing the data in accordance with Chambers' Diversity Data Policy.

The provision of diversity data is voluntary so this report includes data from those barristers and staff who agreed to provide data.

A few barristers and staff did not consent to the publication of data if there were fewer than 10 individuals with any characteristic(s) in the questionnaire which could potentially identify those individuals. This is known as the BSB "less than 10" rule.

Data was provided by:

- 4 QCs;
- 28 barristers;

- 1 pupil barrister;
- 5 members of staff.

Diversity Data

We are able to publish the following summary of the responses to the diversity data questionnaires provided. Categories or sections of categories with less than 10 individuals are not included in accordance with the BSB “less than 10 rule” where there is a high risk of individuals being identified – even if they have consented.

For this reason, we are unable to publish information broken down by QCs or staff and have amalgamated data where appropriate. We have therefore published data summarising all responses from barristers and staff combined and responses solely from barristers (which includes the QCs and pupil).

Data is collected in relation to the following categories:

- Gender
- Age
- Ethnicity
- Disability
- Religion/Belief
- Sexual orientation
- Socio-economic background – 1st generation to attend university
- Socio-economic background – attended state or fee paying school 11-18
- Caring responsibilities – child’s primary carer
- Caring responsibilities – other family/friends

Chambers’ Diversity Data Policy precludes publication of data relating to Religion/Belief and Sexual orientation without consent. We can confirm, however, that Chambers actively supports inclusivity and there is diversity within Chambers in respect of these categories.

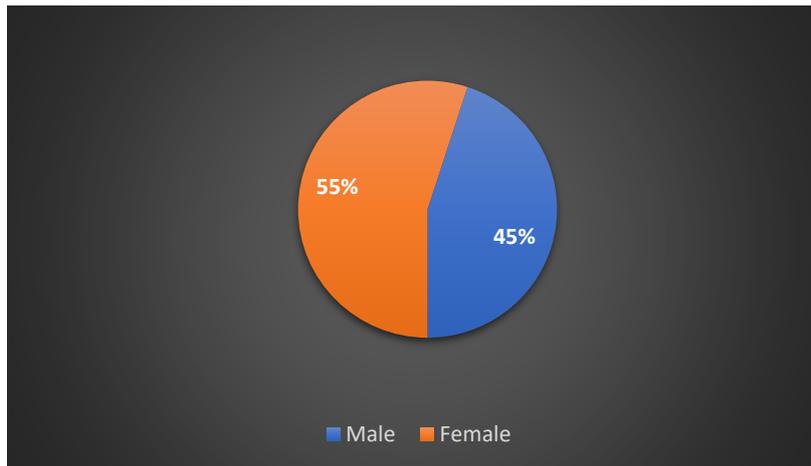
With regards to disability, as the majority of respondents stated they did not have a disability and a couple did not provide a response, the data is not included in the summary.

Summary of Data

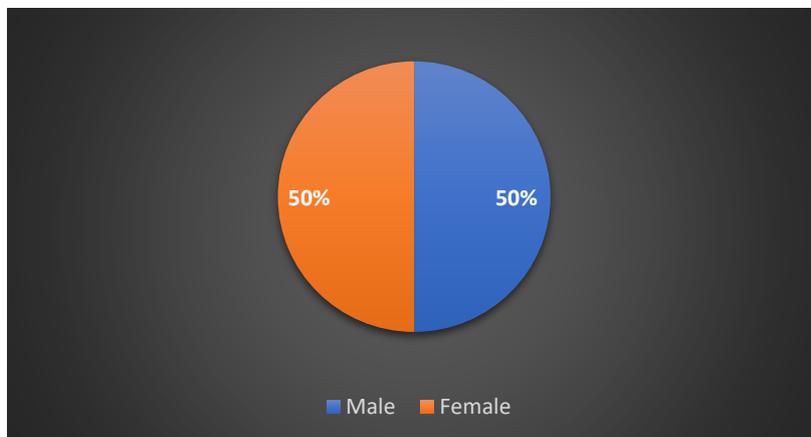
This section sets out a summary of the data collected by category in percentages.

1. Gender

Barristers & Staff

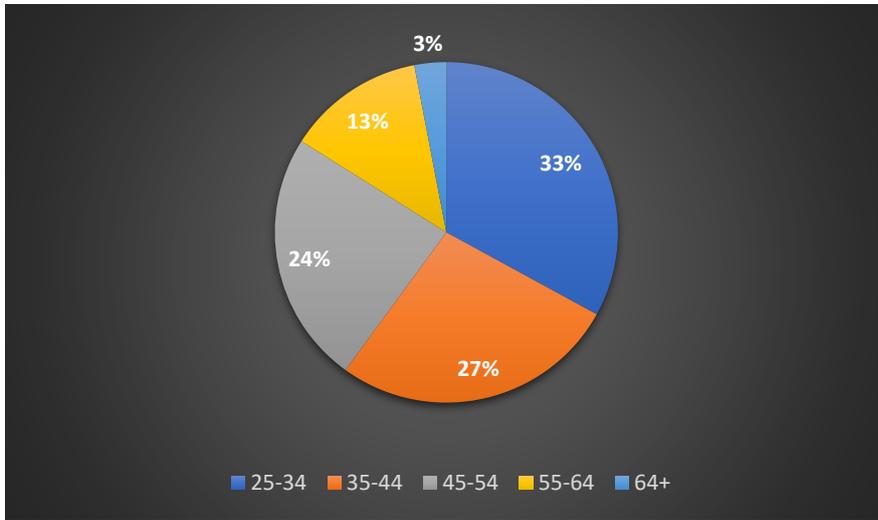


Barristers

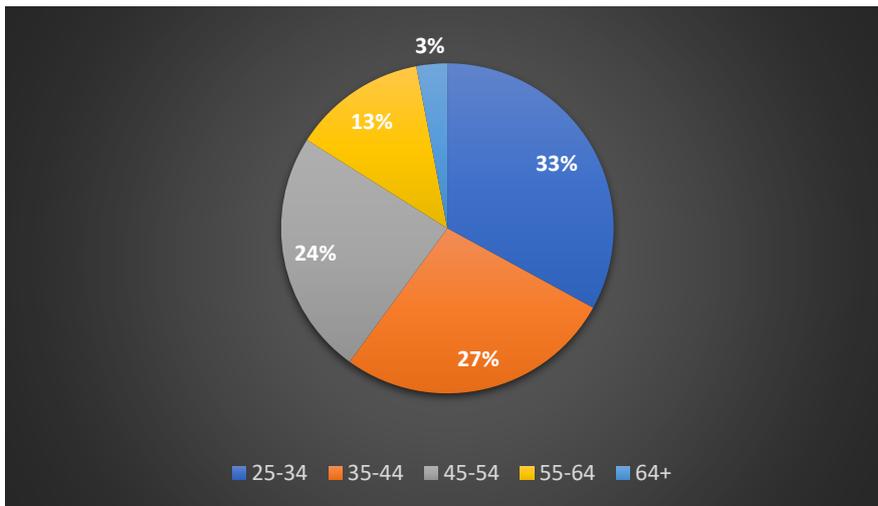


2. Age

Barristers & Staff

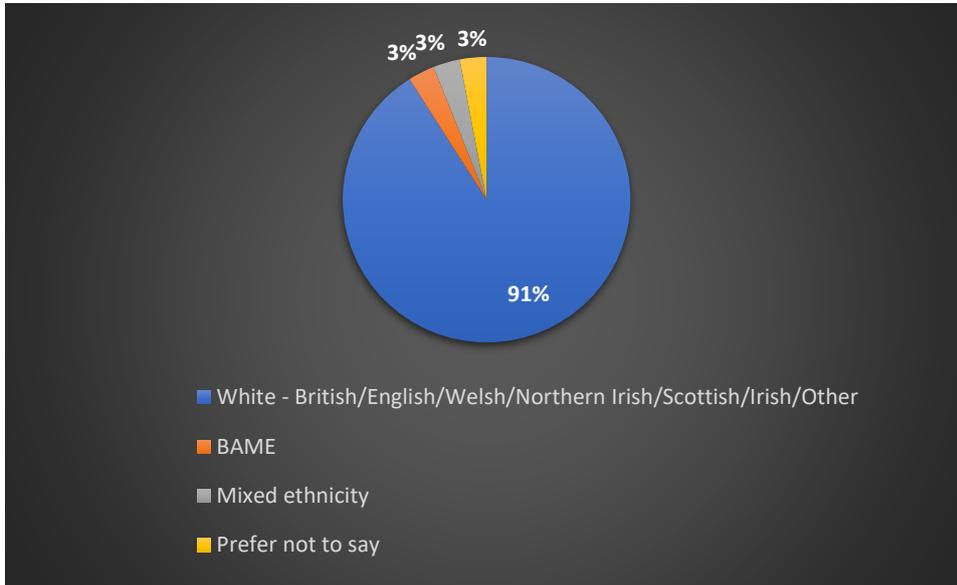


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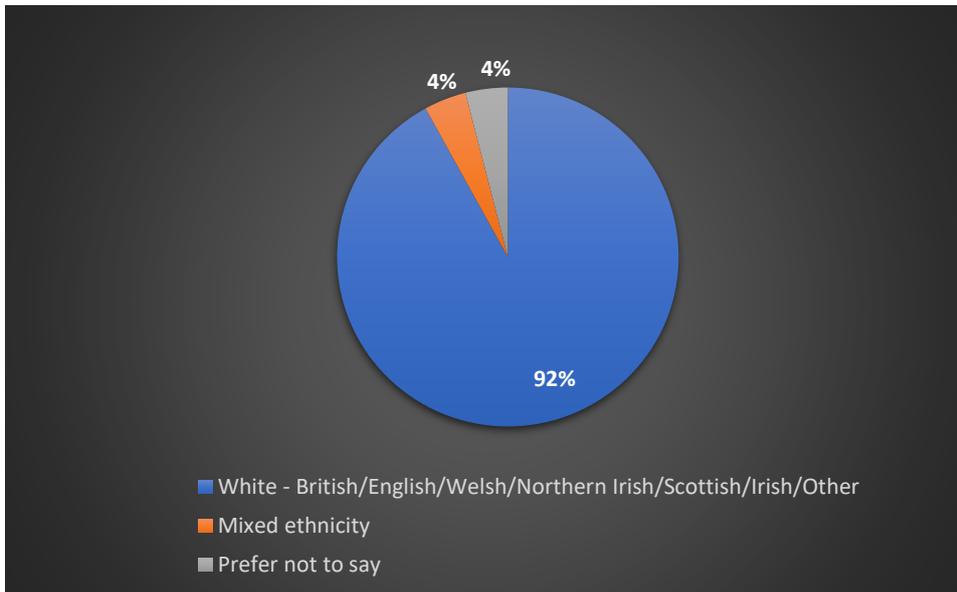


3. Ethnicity

Barristers & Staff

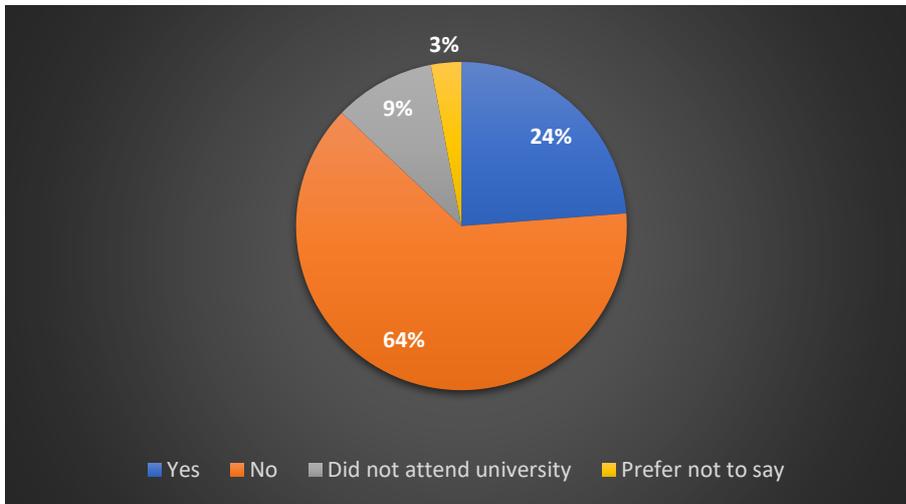


Barristers

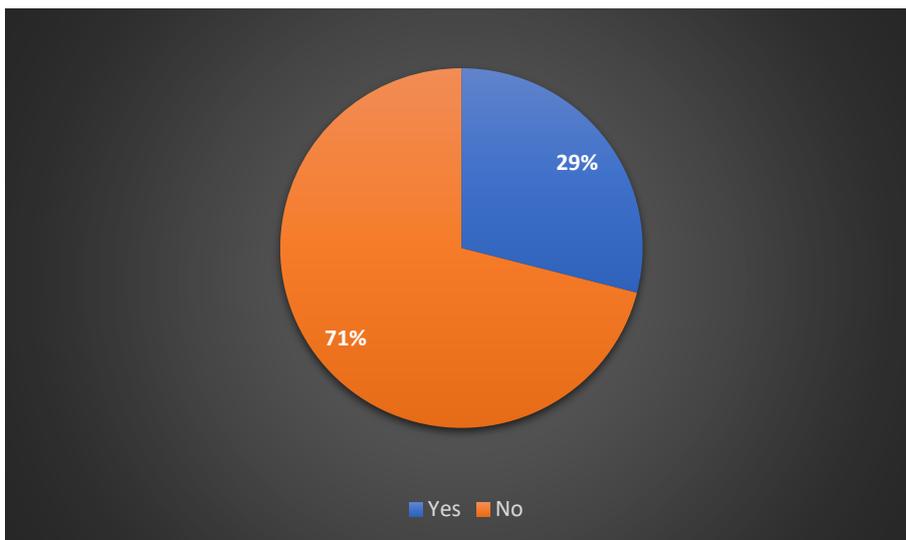


4. Socio-economic – 1st generation to attend university

Barristers & Staff

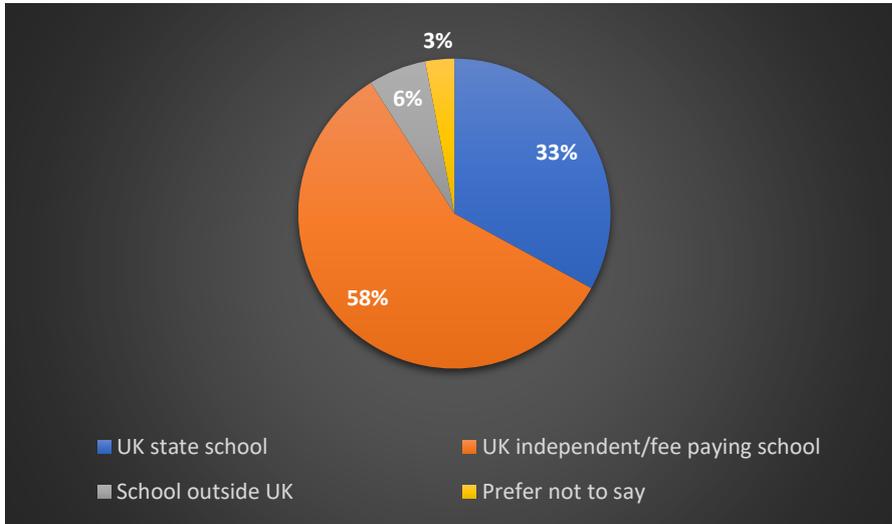


Barristers

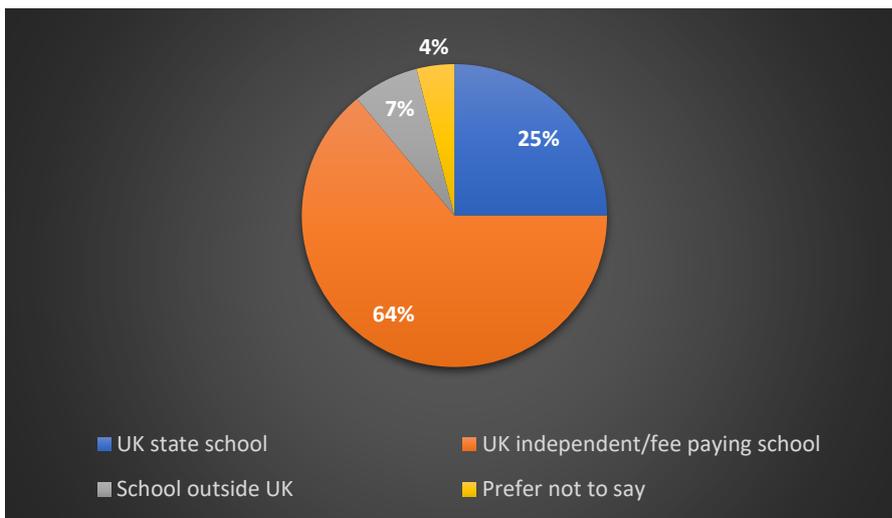


5. Socio- economic – attended state or fee paying school 11-18 years old

Barristers & Staff

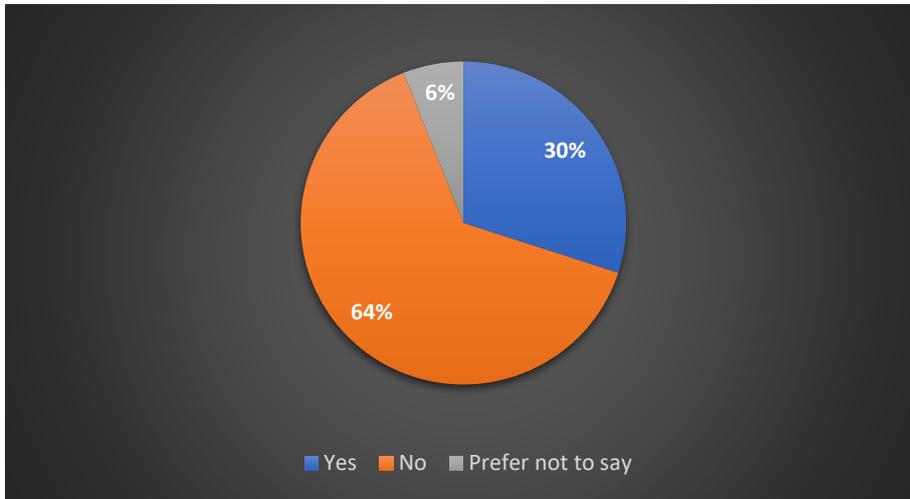


Barristers

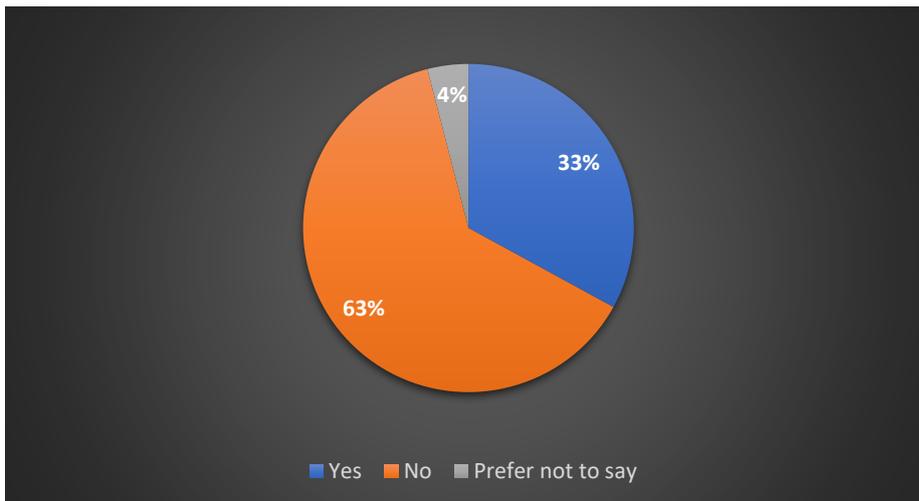


6. Caring responsibilities - primary carer for child/children under 18

Barristers & Staff



Barristers



With respect of caring responsibilities other than children, as there were fewer than 10 barrister and staff respondents who care for/provide support for family and friends we have not published this data.