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**Chambers' Diversity Data Report**

**September 2020**

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## **INTRODUCTION**

In accordance with the [Bar Standards Board's Handbook on Equality Rules](#), this report summarises 25 Bedford Row's diversity data as collected in 2020.

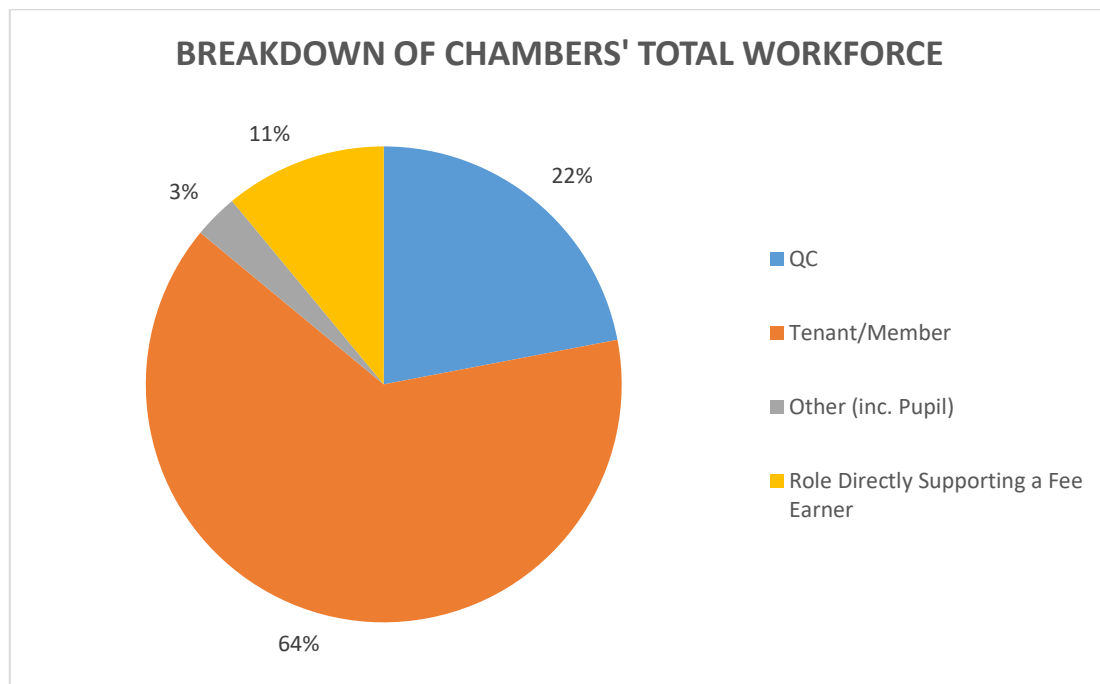
85 individuals were given the opportunity to provide diversity data. The survey was conducted between 14 August and 11 September 2020. The completion of the survey was voluntary and conducted in such a way so as to guarantee the anonymity of those who contributed.

80 responses consented to providing the diversity data in the survey and for that data to be both processed and published. This represents approximately 94% of Chambers' workforce which includes both members and staff.

We cannot publish diversity data relating to the diversity characteristics of sexual orientation, religion or belief since consent to this data being processed and published was not received by all of Chambers' workforce.

## WORKFORCE

The following is a breakdown of Chambers' total workforce as at September 2020:



The remaining data will be presented under the following two categories:

1. Tenant / Member
2. Role Directly Supporting a Fee Earner

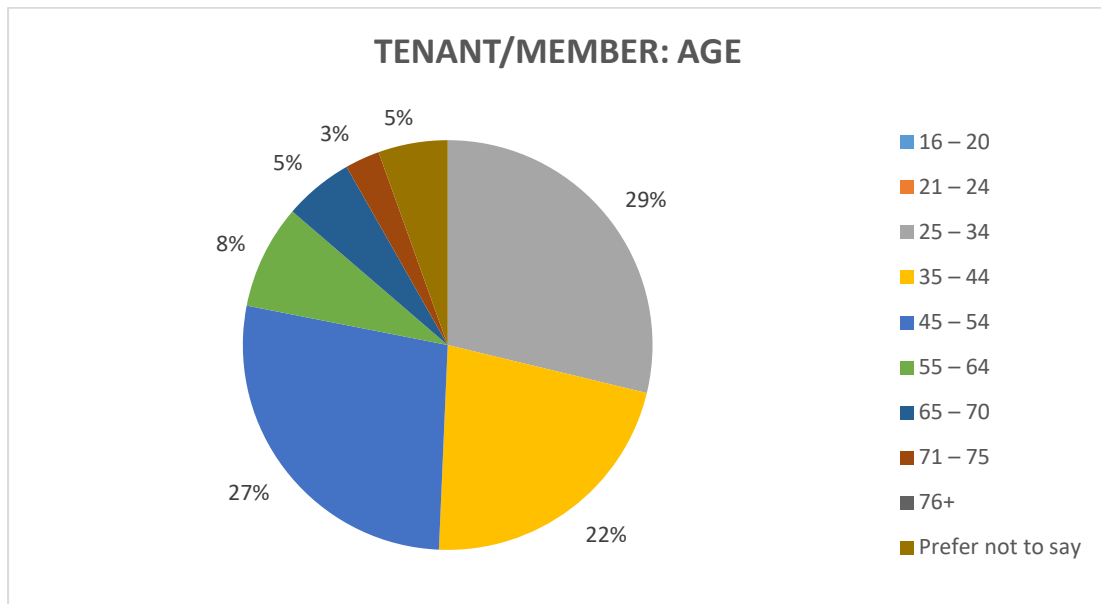
In order to preserve the anonymity of our QCs and pupils, their responses will be included in the Tenant / Member category.

## RESPONSES: TENANTS / MEMBERS

Questionnaires for which consent received within this category: **73**

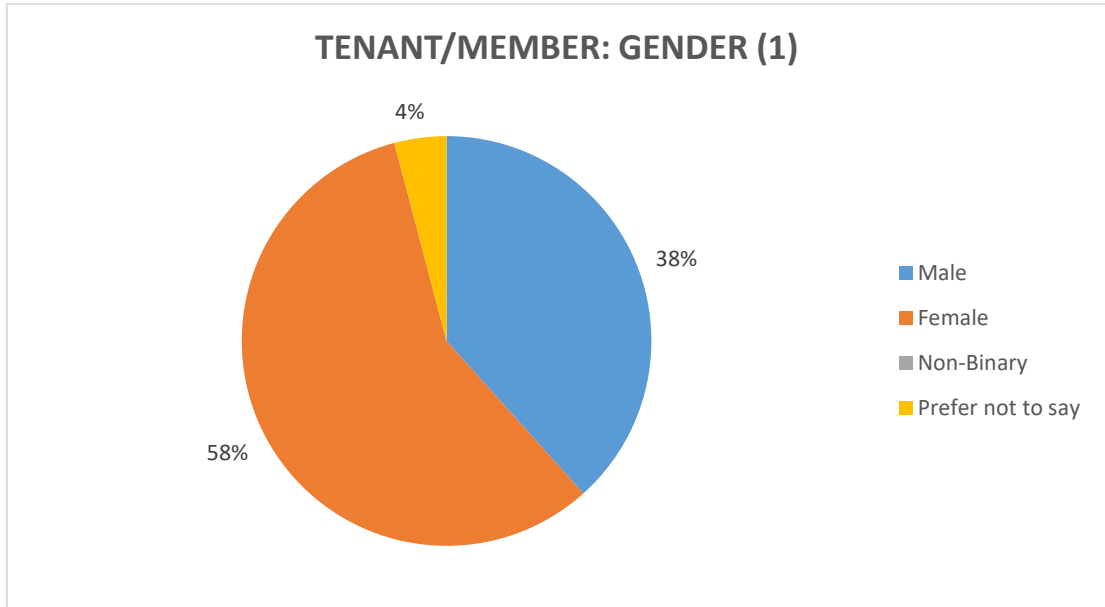
### 1. Age

16 – 20:	0
21 – 24:	0
25 – 34:	21
35 – 44:	16
45 – 54:	20
55 – 64:	6
65 – 70:	4
71 – 75:	2
76+:	0
Prefer not to say:	4



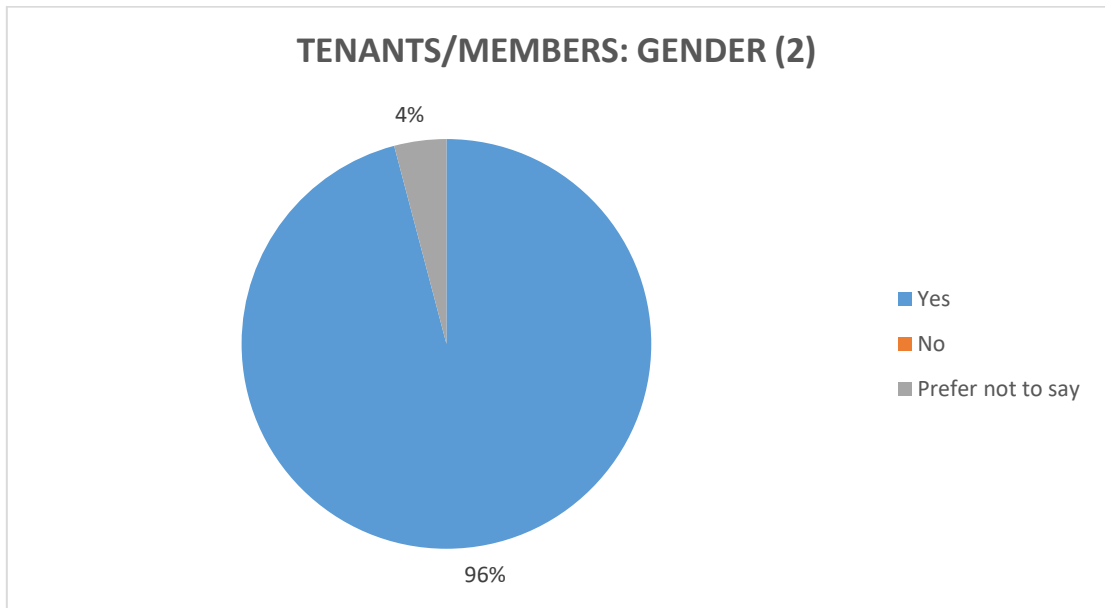
**2. Gender:**

Female: 28  
Male: 42  
Non-binary: 0  
Prefer not to say: 3



**3. Is your gender the same as the sex you were assigned at birth?**

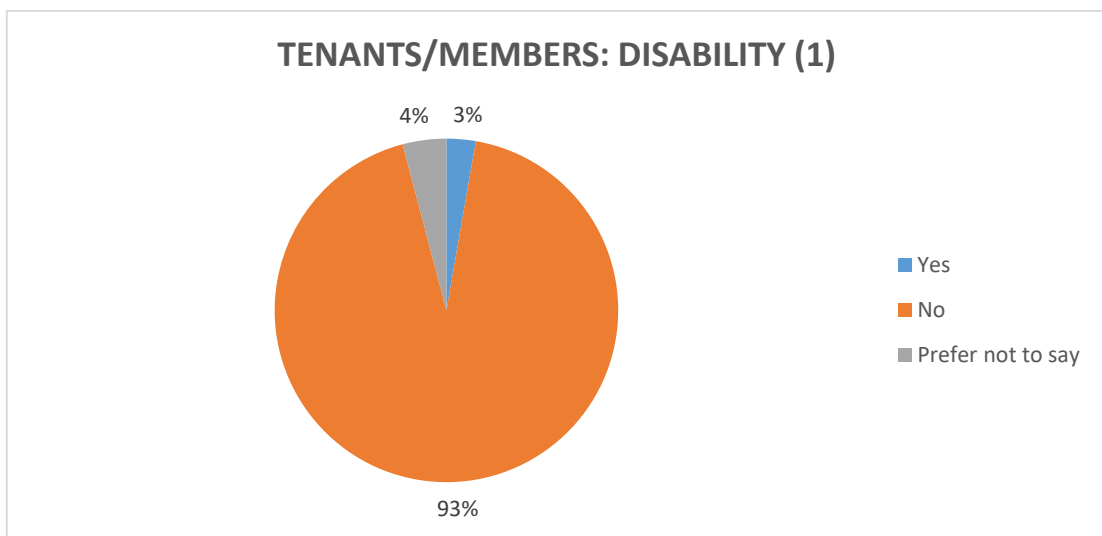
Yes: 70  
No: 0  
Prefer not to say: 3



## Disability

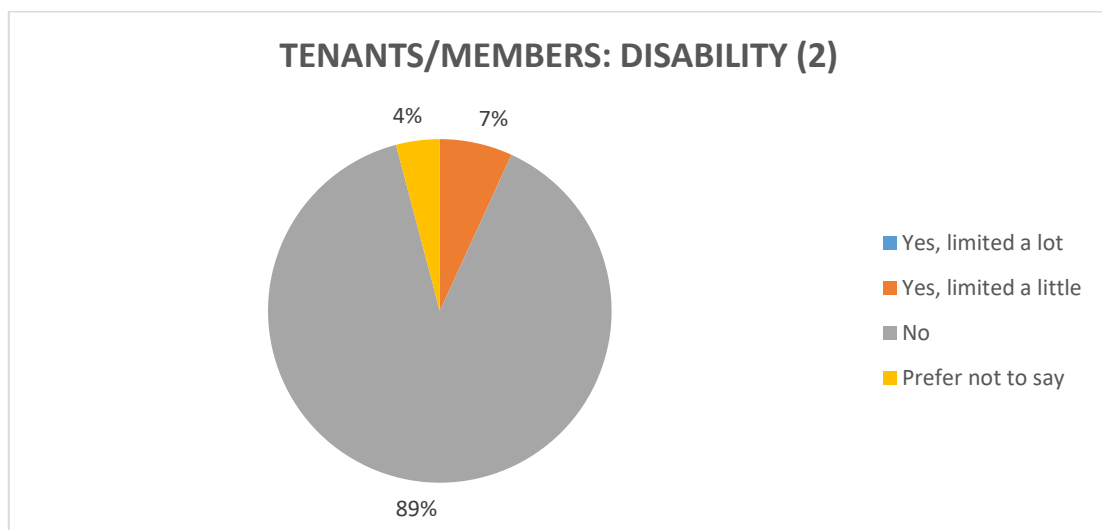
4. **Do you consider yourself to have a disability according to the definition in the Equality Act 2010?** (You are disabled under the Equality Act 2010 if you have a physical or mental impairment that has a substantial and long-term negative effect on your ability to do normal daily activities.)

Yes: 2  
No: 68  
Prefer not to say: 3



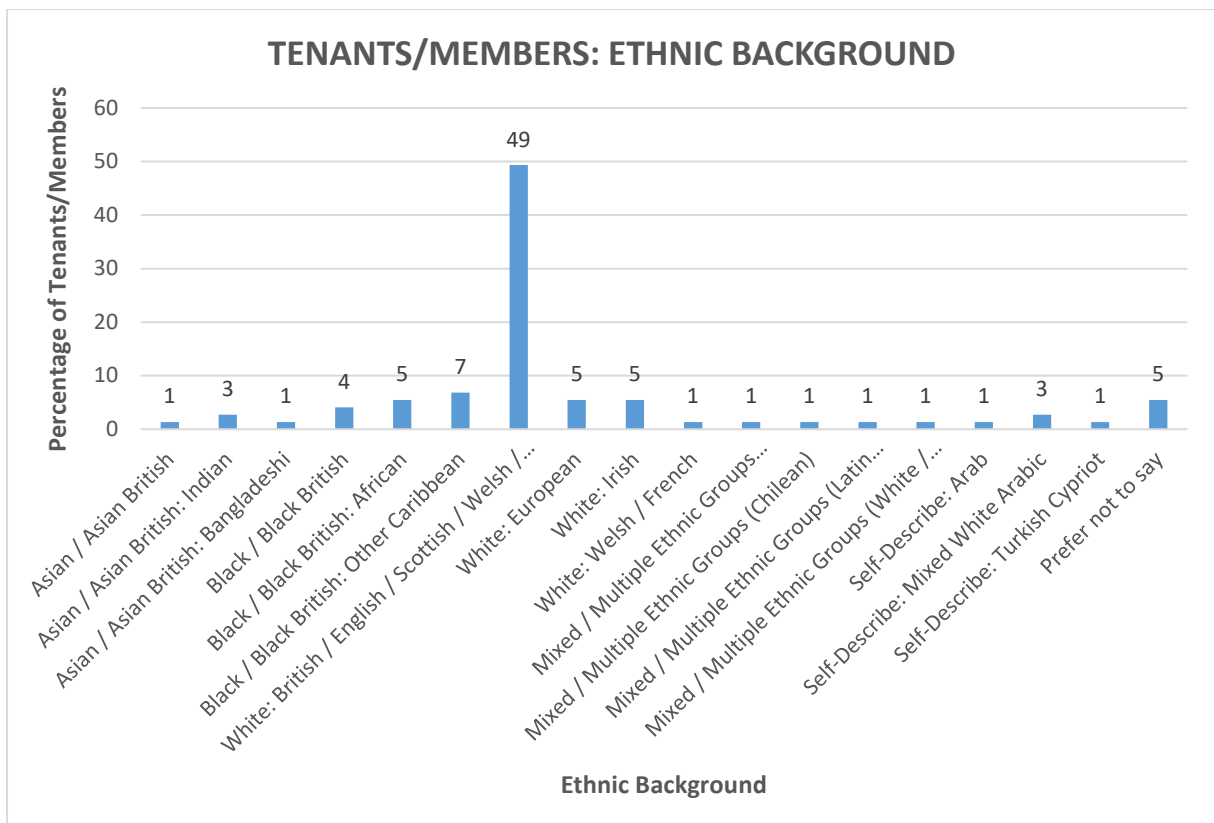
5. **Are your day-to-day activities limited because of a health problem or disability which has lasted or is expected to last at least 12 months?**

Yes, limited a lot: 0  
Yes, limited a little: 5  
No: 65  
Prefer not to say: 3



## 6. Ethnic Background

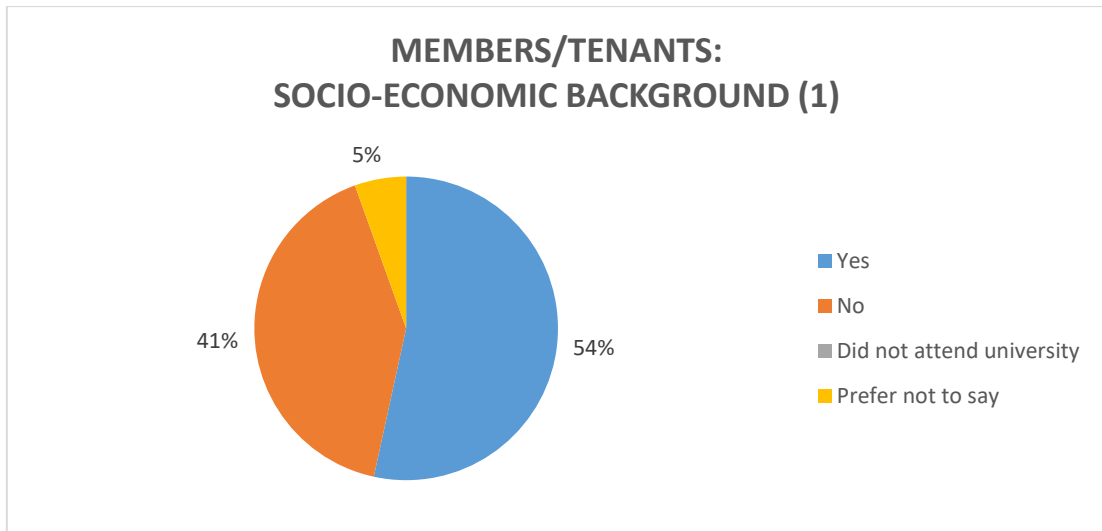
Asian / Asian British:	1
Asian / Asian British: Indian:	2
Asian / Asian British: Bangladeshi:	1
Black / Black British:	3
Black / Black British: African:	4
Black / Black British: Other Caribbean:	5
White: British / English / Scottish / Welsh / Northern Irish:	36
White: European:	4
White: Irish:	4
White: Welsh / French:	1
Mixed / Multiple Ethnic Groups (Asian/European):	1
Mixed / Multiple Ethnic Groups (Chilean):	1
Mixed / Multiple Ethnic Groups (Latin American / White British):	1
Mixed / Multiple Ethnic Groups (White / Greek Cypriot):	1
Self-Describe: Arab:	1
Self-Describe: Mixed White Arabic:	2
Self-Describe: Turkish Cypriot:	1
Prefer not to say:	4



## Socio-Economic Background

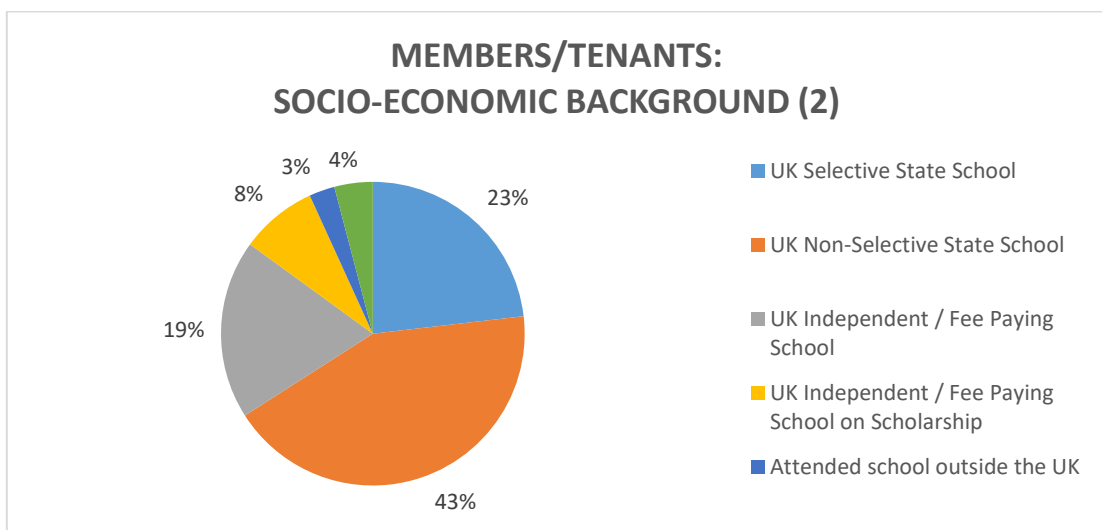
7. If you went to University (to study a BA, BSc course or higher) were you part of the first generation of your family to do so?

Yes:	39
No:	30
Did not attend university:	0
Prefer not to say:	4



8. Did you mainly attend a state or fee-paying school between the ages of 11 – 18?

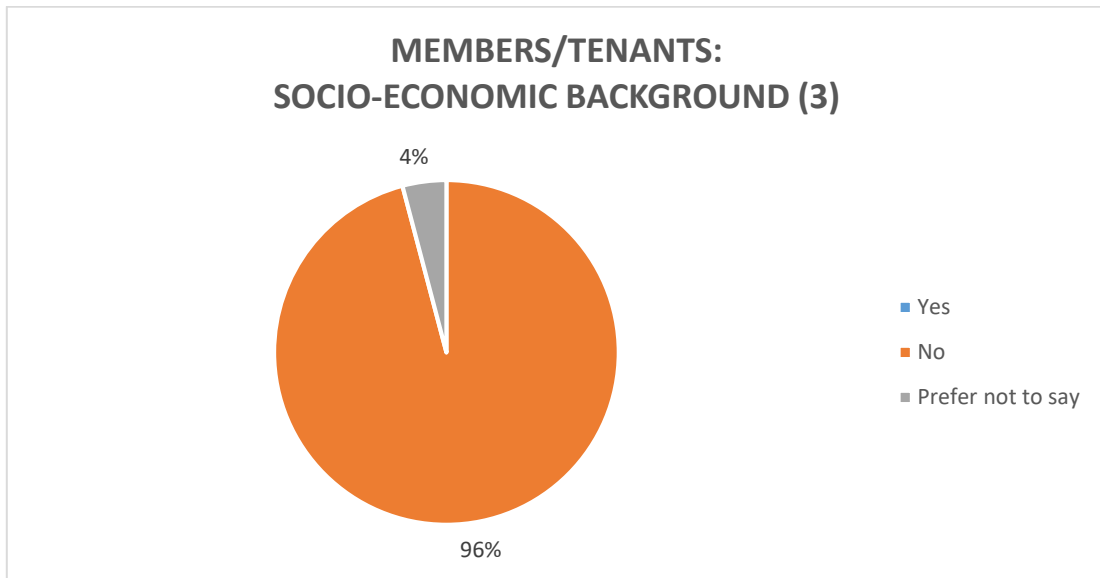
UK Selective State School:	17
UK Non-Selective State School:	31
UK Independent / Fee Paying School:	14
UK Independent / Fee Paying School on Scholarship:	6
Attended school outside the UK:	2
Prefer not to say:	3





**9. Have you previously been placed in foster care or a care home for a period of 12 months or more?**

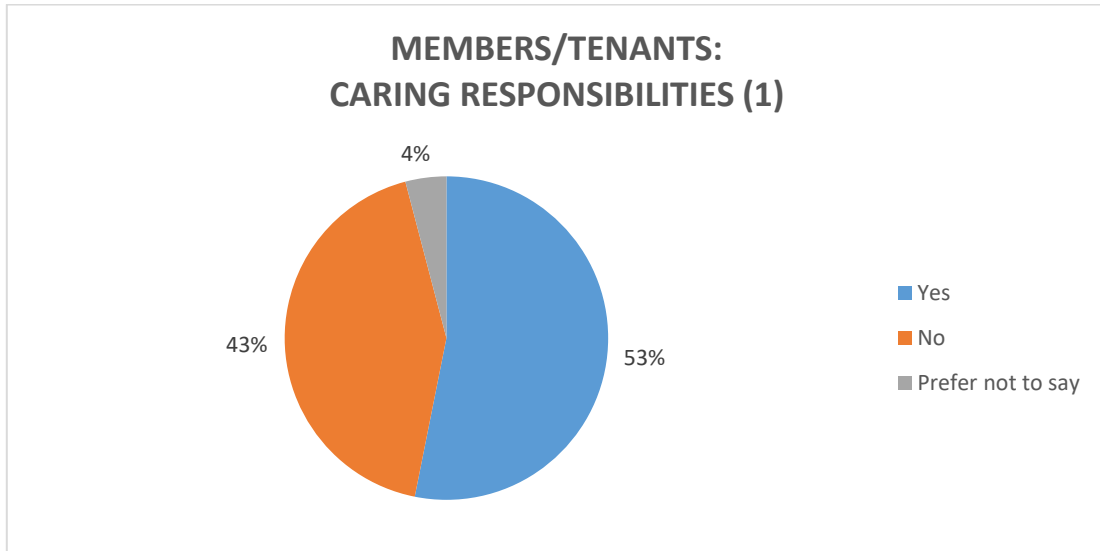
Yes: 0  
No: 70  
Prefer not to say: 3



## Caring Responsibilities

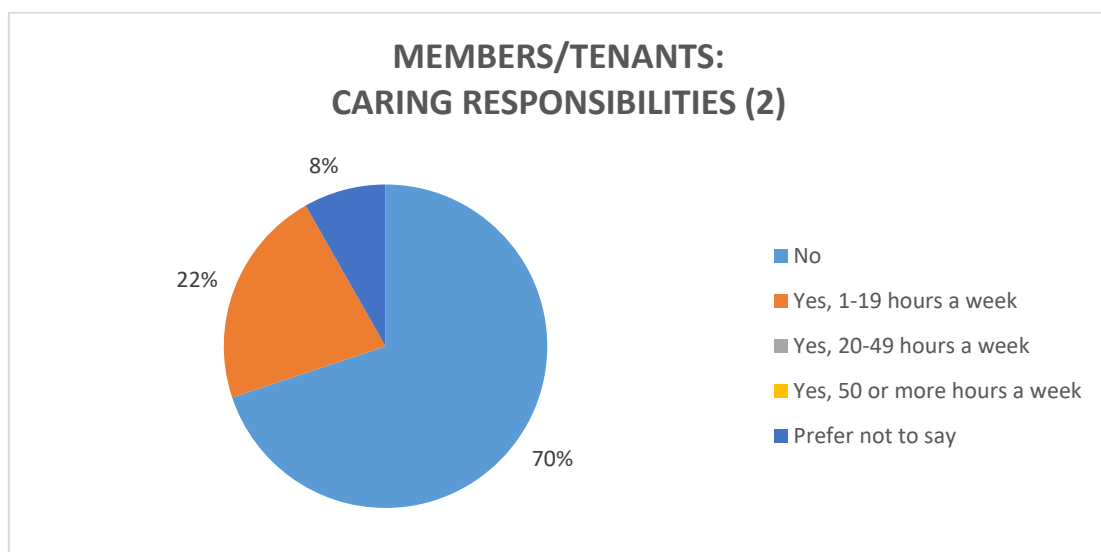
### 10. Are you a carer for a child or children under 16?

Yes: 39  
 No: 31  
 Prefer not to say: 3



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

No: 51  
 Yes, 1 – 19 hours per week: 16  
 Yes, 20 – 49 hours per week: 0  
 Yes, 50 or more hours per week: 0  
 Prefer not to say: 6



## ROLE DIRECTLY SUPPORTING A FEE EARNER

### Questionnaires for which consent received within this category: 7

*N.B. Due to the small number of responses in this category, we have decided not to represent this data in graph format. Percentages are given to the nearest whole number.*

#### 1. Age

16 – 20:	1	14%
21 – 24:	1	14%
25 – 34:	1	14%
35 – 44:	1	14%
45 – 54:	1	14%
55 – 64:	1	14%
65 – 70:	0	
71 – 75:	0	
76+:	0	
Prefer not to say:	1	14%

#### 2. Gender

Female:	3	42%
Male:	3	42%
Non-binary:	0	
Prefer not to say:	1	14%

#### 3. Is your gender the same as the sex you were assigned at birth?

Yes:	6	86%
No:	0	
Prefer not to say:	1	14%

#### Disability

#### 4. Do you consider yourself to have a disability according to the definition in the Equality Act 2010? (You are disabled under the Equality Act 2010 if you have a physical or mental impairment that has a substantial and long-term negative effect on your ability to do normal daily activities.)

Yes:	0	
No:	6	86%
Prefer not to say:	1	14%

**5. 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, limited a lot:	0	
Yes, limited a little:	0	
No:	6	86%
Prefer not to say:	1	14%

**6. Ethnic Background**

White: British / English / Scottish / Welsh / Northern Irish:	6	86%
Asian / Asian British: Other (Mauritian)	1	14%

**Socio-Economic Background**

**7. If you went to University (to study a BA, BSc course or higher) were you part of the first generation of your family to do so?**

Yes:	0	
No:	1	14%
Did not attend university:	5	72%
Prefer not to say:	1	14%

**8. Did you mainly attend a state or fee-paying school between the ages of 11 – 18?**

UK Selective State School:	2	28%
UK Non-Selective State School:	4	58%
UK Independent / Fee Paying School:	0	
UK Independent / Fee Paying School on Scholarship:	0	
Attended school outside the UK:	0	
Prefer not to say:	1	14%

**9. Have you previously been placed in foster care or a care home for a period of 12 months or more?**

Yes:	0	
No:	6	86%
Prefer not to say:	1	14%

**Caring Responsibilities**

**10. Are you a carer for a child or children under 16?**

Yes:	1	14%
No:	5	72%
Prefer not to say:	1	14%

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

No:	5	72%
Yes, 1 – 19 hours per week:	1	14%
Yes, 20 – 49 hours per week:	0	
Yes, 50 or more hours per week:	0	
Prefer not to say:	1	14%