

Equality & Diversity

Chambers is committed to equality of opportunity and values the diversity of its barristers, staff and clients. It is our policy to ensure fair and equal treatment and not to discriminate on the grounds of social background, gender, age, ethnicity, nationality, disability, religion or belief, and sexual orientation.

Bar Standards Board Equality & Diversity Data

St Johns Buildings has surveyed its barristers and staff in accordance with the Bar Standards Board (BSB) Code of Conduct, in order to collect and publish equality and diversity data.

The survey was conducted anonymously and participation was voluntary, in accordance with BSB rules. Approximately 47% of the workforce responded to the survey with 46% consenting to their data being included for monitoring and publication of summary statistics. Total numbers may differ from category to category as the response to each question was voluntary. Data is not published where its publication might reasonably lead to the identification of individuals; where figures in any category are below 10 they are only reported where consent was given by all individuals in the category. Where percentages are given, they are of the respondents reported, rather than of Chambers as a whole.

As at December 2016:

Gender

	Female	Male
Barristers and Pupils	48 (47%)	55 (53%)
Employees	20 (42%)	28 (58%)

Ethnicity

	White British	BME
Barristers and Pupils	85 (82%)	18 (18%)
Employees	43 (86%)	7 (14%)

Disability

6 (3.8%) respondents in total stated that they considered themselves to have a disability or impairment.

Age

	16 - 24	25 - 34	35 - 44	45 - 54	55 - 64	65+
Barristers and Pupils	12 (2%)	22 (21%)	25 (24%)	38 (37%)	13 (13%)	4 (4%)
Employees	10 (20%)	16 (33%)	9 (19%)	9 (19%)	4 (8%)	1 (2%)

Socio-Economic Background

	1st Gen. of family to go to University	Not 1st Gen to go to University	Didn't attend University	Attended UK State School	Attended an Independent School
Barristers and Pupils	58	44	1	76	25
Employees	12	2	34	38	10

Caring Responsibilities

	Primary Carer for Child(ren) under 18	Care for family/friends/others			Neither	Both
		(1-19 hours per week)	(20 - 49 hours per week)	50+ hours per week		
Barristers and Pupils	42	21	2	4	31	8
Employees	12	5	0	0	21	0