

Equality & Diversity Data for Chambers January 2026

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, sex, gender identity, age, ethnicity, nationality, disability, religion or belief, marital or civil partnership status, maternity or 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. 63.5% of the workforce responded to the survey with 62.9% 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 (or is pooled for barristers, pupils and employees) where its publication might otherwise 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.

Chambers also gathers diversity data in a non-anonymised way to assist with regular monitoring of our profile, and when looking at work allocation and incomes. We have a higher proportion of our barristers', pupils' and staff's data from that exercise, so have commented below where representation from this exercise (where the response rate is less than two thirds of chambers) does not appear to be truly representative.

As at January 2026 our anonymous data collection shows:

Sex

	Female	Male	Did not state
Barristers and Pupils	65 (48.1%)	70 (51.9%)	0
Employees	36 (60%)	23 (38.3%)	1

We know the split of all our barristers and pupils to be 44% female and 55% male at this time, a little different to the above. We have a higher proportion of women as a percentage of barristers and pupils than are represented nationally as shown in the Diversity at the Bar report for 2024¹, which found women represented 41.2% of the Bar, while men presented 58.6%. As a Chambers we are committed to supporting all of our barristers to maintain sustainable careers throughout their working lives, through flexibility and a supportive approach to clerking.

Gender Identity

99% of respondents state that they currently identify as the same gender they were registered as at birth. St John's Buildings welcomes and supports employees, tenants, pupils and clients whatever their gender identity.

¹ <https://www.barstandardsboard.org.uk/static/a2827a1f-50bf-44fc-9bed27a2cc60046b/Diversity-at-the-Bar-2024.pdf>

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Ethnicity

	White	Other Ethnic Groups	Did not state
Barristers and Pupils	90.4%	8.9%	0.7%
Employees	88.3%	11.7%	0%
All	89.7%	9.7%	0.5%

Not all of those in identified groups of under 10 consented to the publication of figures where they were in that low grouping. We have therefore grouped the Asian, Black, Mixed and Other ethnic groups together under Other Ethnic Groups. Just under 9% of our barrister and pupil respondents were in a minority ethnic group, which compares to 17.3% of the Bar nationally reported in the Diversity at the Bar report for 2024.

We positively and actively welcome applications for our staff, barrister and pupillage recruitment campaigns from Black, Asian and other Ethnic Minority backgrounds who are under-represented in Chambers.

Disability

	Has disability	Does not have disability	Prefer not to say or not stated
Barrister and Pupils	15 (11.1%)	116 (85.9%)	4 (3%)
Employees	3 (5%)	56 (93.3%)	1 (1.7%)

16% of respondents in total stated that they considered themselves to have a disability or impairment as defined in the Equality Act 2020. 12% of respondents stated their disability limited them a little, while 3.2% stated it limited them a lot. All consented to have their data published if fewer than 10 were in a group. Chambers has a clear policy and commitment to supporting those with disabilities as an employer, as a flexible and supportive chambers for barristers and pupils and as a service provider to clients and will make reasonable adjustments wherever possible and helpful.

Age

	16 - 24	25 - 34	35 - 44	45 - 54	55 - 64	65+	Prefer not to say
Barristers and Pupils	1 (0.7%)	33 (24.4%)	38 (28.1%)	29 (21.5%)	27 (20%)	6 (4.4%)	1 (0.7%)
Employees	9 (15%)	15 (25%)	10 (16.7%)	11 (18.3%)	15 (25%)	0	0

Consent was given by all in the groups with under 10 people to publish this data. We have good representation in all of the age groups in Chambers, and seek to maintain steady recruitment, while enabling sustainable working-life long careers. We typically recruit around 8 pupils per year, as well as barristers of all ages, seniorities and those having a career change.

Religion or Belief

	Christian (all denominations)	Other Religion	No Religion	Prefer not to say/Not stated
Barristers and Pupils	67 (50%)	7 (5%)	56 (41%)	5 (4%)
Employees	24 (18%)	5 (4%)	27 (20%)	4 (3%)

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All those in identified groups of under 10 consented to the publication of these figures. Other religions represented in Chambers are: Jewish, Muslim, Hindu, Buddhist and “Any other religion”.

Sexual Orientation

7.7% of people working in Chambers identified as a gay man, gay woman or bisexual in our data collection exercise. This compares well with the representation at the Bar nationally at 7.5% according to the BSB’s Diversity at the Bar report for 2024.

Socio-Economic Background

The table below shows responses to two questions. 1 – Were you part of the first generation in your family to attend university, and 2 – regarding the kind of school attended between the ages of 11 and 18. While some attended school outside of the UK the figures are not shown as consent was not given by all in the group.

	1st Gen of family to go to university	Not 1st Gen to go to university	Didn't go to university	Attended UK State School	Attended a UK Independent - Fee-paying School
Barristers and Pupils	66 (49%)	67 (50%)	1 (1%)	93 (69%)	38 (28%)
Employees	13 (22%)	11 (18%)	36 (60%)	54 (90%)	4 (7%)

Caring Responsibilities

A large proportion of our barristers and pupils have caring responsibilities either of children at home and/or for an adult. At St John’s Buildings our clerks are trained to understand the work-life balance needs of our members and to help them run their practice in a way that balances their work and personal life with their overall practice objectives.

	Primary Carer for Child(ren) under 18	Carer for family/friends/other			Neither	Both
		1- 19 hours per week	20-49 hours per week	50+ hours per week		
Barristers and Pupils	46 (34%)	31 (23%)	2 (1%)	-	84 (54%)	20 (13%)
Employees	16 (27%)	5 (8%)	1 (2%)	1 (2%)	102 (52%)	11 (5.6%)