

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. 46% of the workforce responded to the survey with 45.4% 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.

As at November 2019:

Gender*

	Female	Male	Did not state
Barristers and Pupils*	27 (33%)	54 (65%)	2 (2%)
Employees	20 (42%)	28 (58%)	0
Did not state	0	2 (40%)	3 (60%)

* We are conscious that this data, at only 46% of the workforce is not representative of the real profile of our organisation. For example, we know from data we collect through other means, that the gender profile of our members is in fact 56% male to 44% female.

Ethnicity

	White British	BAME	Did not state
Barristers and Pupils	75 (90.4%)	7 (8.4%)	1 (1.2%)
Employees	51 (89.5%)	4 (7%)	1 (3.5%)
Did not state	2 (40%)	0	3 (60%)

Disability

2.8% 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+	Did not state
Barristers and Pupils	0	14 (17%)	28 (34%)	24 (30%)	12 (14.5%)	4 (5%)	1 (1%)
Employees	10 (17.5%)	9 (16%)	9 (16%)	14 (25%)	10 (17.5%)	3 (5%)	2 (3.5%)

Did not state	0	1 (20%)	0	0	0	0	0 (80%)
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Religion or Belief

	Christian	Other Religion	No Religion	Prefer not to say/Not stated
Barristers and Pupils	52 (63%)	4 (5%)	25 (30%)	2 (2%)
Employees	30 (52%)	2 (3%)	25 (43%)	1 (2%)
Prefer not to say/no answer	0	0	2 (50%)	2 (50%)

Sexual Orientation

	Heterosexual	Gay/Lesbian/Bisexual	Prefer not to say/No answer
Barrister, Pupils and Employees	89%	6%	7%

Socio-Economic Background

	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	Attended School outside UK
Barristers and Pupils	43	38	1	51	31	0
Employees	13	8	33	49	4	1
Prefer not to say/no answer	0	1	1	1	1	0

Caring Responsibilities

	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	34	19	0	2	37	10
Employees	10	9	0	0	36	1
Prefer not to say/no answer	0	1	0	1	1	0