

## Equality & Diversity Data for Chambers December 2022

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. 81.2% of the workforce responded to the survey with 80.6% 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 December 2022:

#### Sex

	Female	Male	Did not state
Barristers and Pupils	88 (47.6%)	97 (52.4%)	0
Employees	36 (55.4%)	29 (44.6%)	0
Did not state	1	1	1

The balance of sexes in our membership has been improving year on year and representation of women (at 47.6%) in our Chambers is higher than that at the Bar nationally (at 38.8% according to the Bar Standards Board, Diversity at the Bar report 2021<sup>1</sup>). 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

95% of those working in Chambers state that they identify now as the same gender they were registered as at birth. St John's Buildings is a chambers that welcomes and supports staff and members whatever their gender identity. We welcome and support people who are trans, non-binary and gender fluid as pupils, tenants, employees and clients.

#### Ethnicity

	White British	BAME	Did not state
Barristers and Pupils	157 (85%)	24 (13%)	3 (2%)
Employees	62 (95%)	3 (5%)	0
Did not state	2 (40%)	0	3 (60%)

All those in identified groups of under 10 consented to the publication of these figures. We positively and actively welcome applications for our staff, barrister and pupillage recruitment campaigns from Black, Asian

<sup>1</sup> <https://www.barstandardsboard.org.uk/uploads/assets/be522642-160b-433b-af03a910a5636233/BSB-Report-on-Diversity-at-the-Bar-2021.pdf>

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and other Ethnic Minority backgrounds who remain under-represented in Chambers. Chambers offers a welcoming and supportive environment for all to work.

### Disability

5% of respondents in total stated that they considered themselves to have a disability or impairment as defined in the Equality Act 2020. However, a higher proportion of 11% stated that they had a health condition that limited their abilities either a little or a lot. Chambers has a clear policy and commitment to supporting those with disabilities both as an employer and service provider and will make reasonable adjustments wherever possible and helpful.

### Age

	16 - 24	25 - 34	35 - 44	45 - 54	55 +*	Did not state
Barristers and Pupils	2 (1%)	35 (19%)	45 (24%)	54 (29%)	47 (26%)	1 (1%)
Employees	6 (9%)	20 (31%)	12 (18%)	12 (18%)	15 (23%)	0
Did not state	0	1 (17%)	0	2 (33%)	0	0

\* The categories "55 – 64" and "65+" have been combined as fewer than 10 people appeared in a category and consent was not given by all in the group to publish at that level. Consent was given by all in the "16 – 24" group.

### Religion or Belief

	Christian (all denominations)	Other Religion	No Religion	Prefer not to say/Not stated
Barristers and Pupils	85 (46%)	14 (8%)	81 (44%)	4 (2%)
Employees	24 (36%)	2 (3%)	35 (53%)	5 (8%)
Did not state	0	0	2 (40%)	3 (60%)

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, Humanist and Sikh.

### Sexual Orientation

6% of people working in Chambers identified as gay, lesbian, bisexual or 'other' in our data collection exercise. This compares well with the representation at the Bar nationally according to the BSB's Diversity at the Bar report for 2021.

### 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.

	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	96 (52%)	85 (46%)	1 (1%)	121 (65%)	58 (31%)	4 (2%)
Employees	14 (22%)	10 (15%)	40 (62%)	61 (94%)	3 (5%)	0

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### Caring Responsibilities

A large proportion of our barrister members 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		
<b>Barristers and Pupils</b>	68 (37%)	49 (26%)	3 (2%)	1 (1%)	84 (54%)	20 (13%)

Employee data isn't shown as consent was not given by all in a group of under 10, but we do also have 23% of our staff who are the primary carer to children under the age of 18 and others who care for adults.