



Senate House Chambers

Equality and Diversity Statistics

In accordance with the Bar Standards Board Handbook, Senate House Chambers has surveyed its workforce with a view to collecting and publishing equality and diversity data. The purpose of the BSB rules is to provide transparency concerning recruitment and employment activities and to encourage an independent, strong, diverse and effective legal profession.

Equality and diversity data is considered to be information relating to the following characteristics: age, gender, disability, ethnic group, religion or belief, sexual orientation, socio-economic background and caring responsibilities.

The survey was conducted anonymously and in accordance with the BSB rules. Participation in the survey was voluntary.

The data summarised below is based on the responses actually received, and may not reflect the position that would have applied if all those eligible to participate had chosen to do so.

In order to be able to provide any data for publication, Senate House Chambers publishes its data in the following categories:

- Barristers (including QCs, junior barristers and pupils).
- Staff.

Data is not published where its publication might reasonably lead to the identification of individuals. Due to the size of chambers it is not possible to provide a statistical breakdown of the response due to the risk of identification of individuals a summary of the data collected is set out so far as possible.

It is chambers policy to publish data in respect of gender identity and not to publish data in respect of gender at birth or sexual orientation.

The data was collated up to 4th August 2020 and reflects the position at that date. Not all questions were answered by every participant.

Summary of key points

Barrister Members and Pupils

- The majority of Barristers are not shareholders and do not have supervising responsibilities.



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- Approximately two thirds of Barristers are aged between 25 and 44 with a relatively equal spread between the 25-34 and 35-44 age categories.
- 62% of Barristers identify as female.
- Senate House Chambers has a under representation of barrister members in minority ethnic groups.
- The majority of members and staff do not consider themselves to have a disability within the meaning of the Equality Act 2010.
- A small minority of members day to day activities are limited because of a health problem or disability which has lasted or is expected to last, more than 12 months.
- 57% of Barristers identified their religion as Christian. Of the remaining 43% the majority responded that they have no religion or belief.
- 66% of Barristers were the first generation of their family to attend university.
- The significant majority of Barristers attended a UK state school.
- Over a third of Barristers are primary carers for a child or children under 18.
- The significant majority of Barristers do not have caring responsibilities for elderly, disabled or physically/mentally ill family members or family members.

Staff

- The age range of staff falls between 25 and 64 years old.
- The majority of staff identify as female.
- Chambers currently has no staff members that consider themselves to have a disability within the meaning of the Equality Act 2010.
- Senate House Chambers has an under representation of staff members in ethnic minority groups.
- The majority of staff members did not attend university.
- The majority of staff members do not have caring responsibilities for children under 18 or for elderly, disabled or physically/mentally ill family members or family members.