

**EQUALITY AND DIVERSITY
REPORT**

**DATA MONITORING REPORT
November 2020**

NOTE: The analysis below uses only the data obtained from barrister members of chambers (not pupils or staff) who anonymously completed and returned the data monitoring forms¹.

THE REPORT

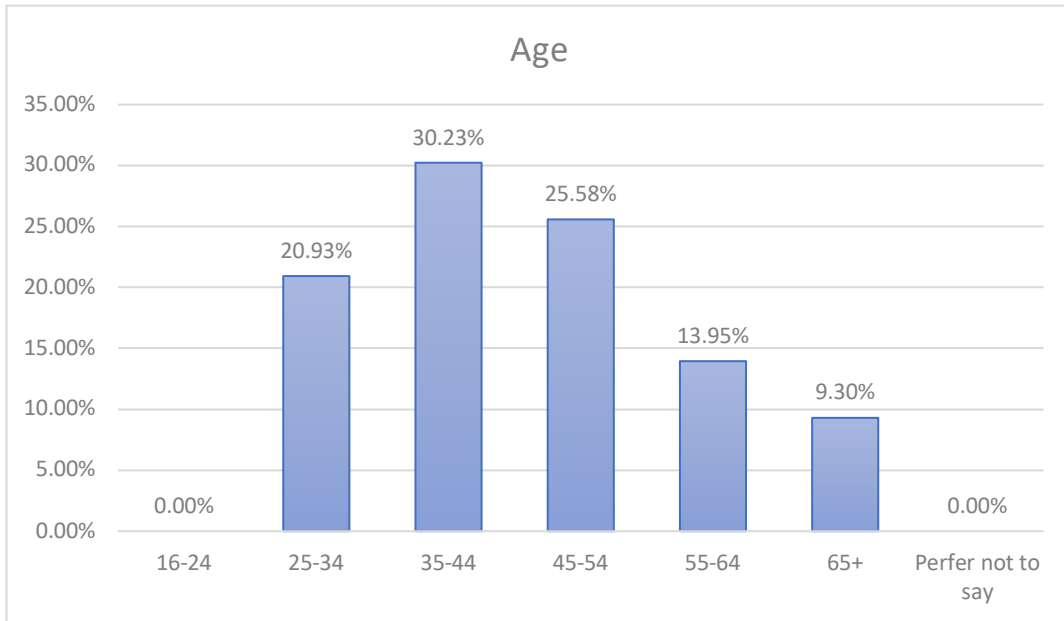
QC/JUNIORS:

Question	Percentage (Average)
QCs	34.88%
Juniors	65.12%

AGE:

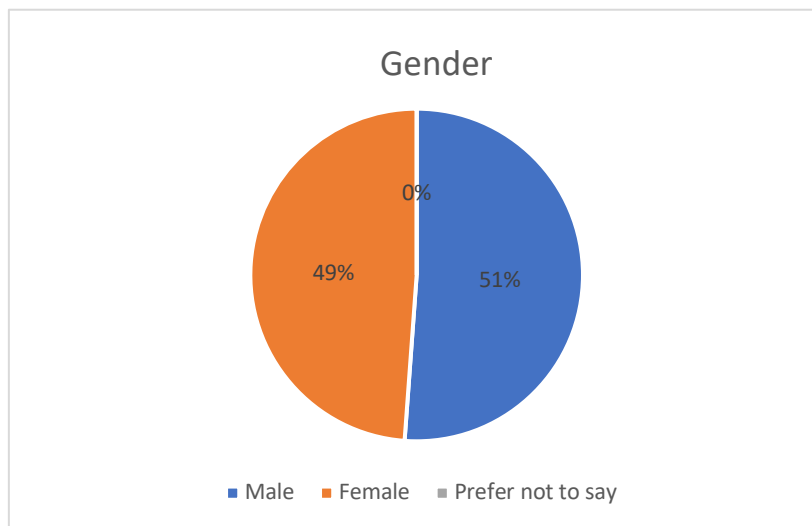
Question	Percentage (Average)
Age	
16-24	0.00%
25-34	20.93%
35-44	30.23%
45-54	25.58%
55-64	13.95%
65+	9.30%
Prefer not to say	0.00%

¹ 47 out of a possible 67 barristers completed the forms

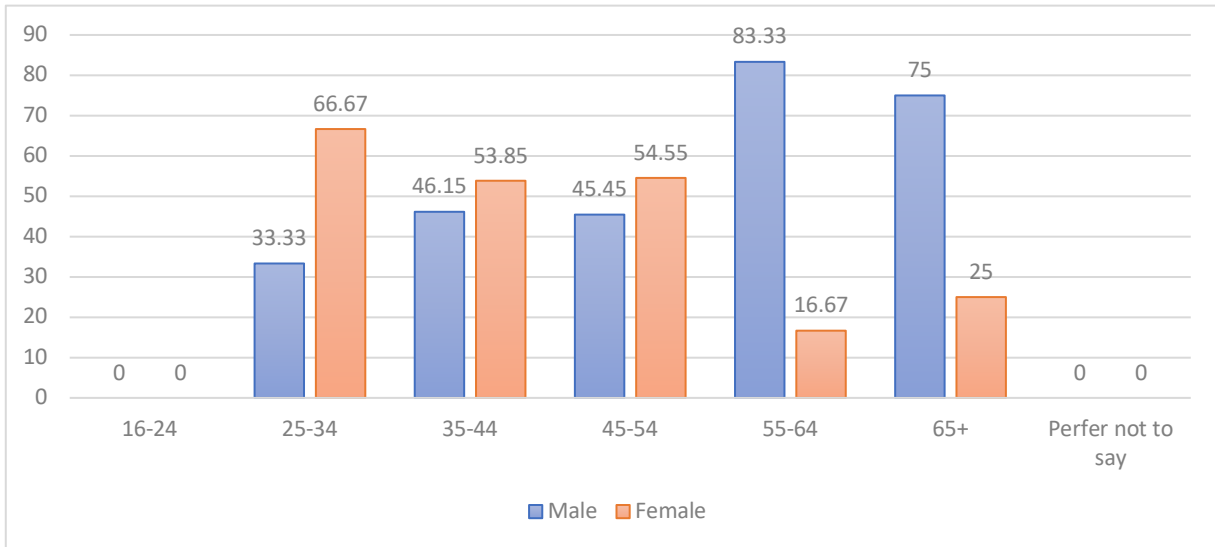


GENDER:

2. Gender	
Male	51.16%
Female	48.84%
Prefer not to say	0.00%

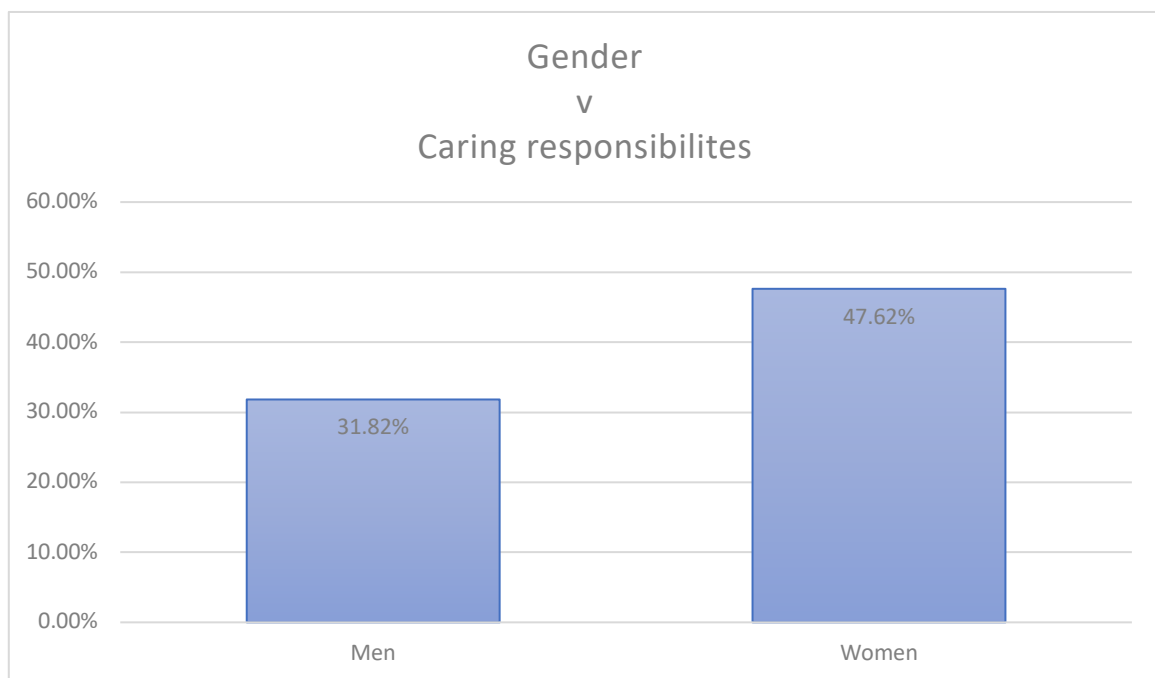


1. No barristers indicated that they identified as any gender other than the one they were assigned at birth. When compared with the 'age' data the following pattern emerges:



2. This can also be compared to the caring responsibility data:

8. Caring responsibilities	
<i>(a) Are you a primary carer for a child or children under 18?</i>	
Yes	39.53%
No	60.47%
Prefer not to say	0.00%



DISABILITY:

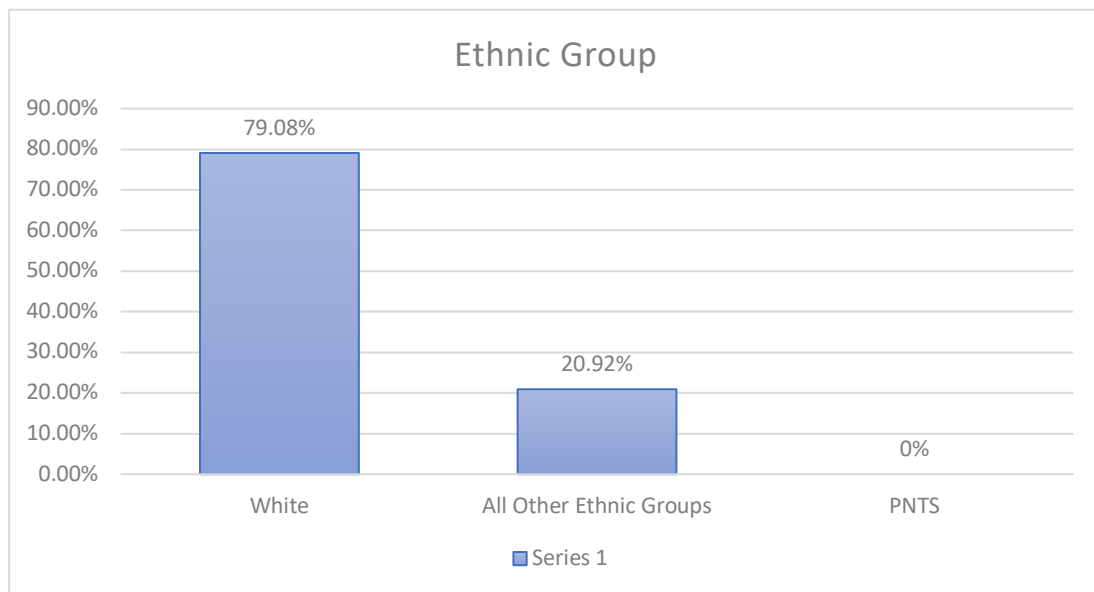
3. Disability	
<i>(a) Do you consider yourself to have a disability according to the definition in the Equality Act?</i>	
Yes	6.98%
No	93.02%
Prefer not to say	0.00%
<i>(b) Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 month</i>	
Yes, limited a lot	0.00%
Yes, limited a little	9.30%
No	88.37%
Prefer not to say	2.33%

ETHNIC GROUP:

4. Ethnic Group	
Asian / Asian British	
Bangladeshi	0.00%
Chinese	0.00%
Indian	4.65%
Pakistani	0.00%
Any other Asian background (write in)	4.65%
Black / African / Caribbean / Black British	
African	0.00%
Caribbean	0.00%
Any other Black / Caribbean / Black British (write in)	2.33%
Mixed / multiple ethnic groups	
White and Asian	2.33%
White and Black African	0.00%
White and Black Caribbean	2.33%
White and Chinese	0.00%
Any other Mixed / multiple ethnic background (write in)	4.65%

White	
British / English / Welsh / Northern Irish / Scottish	74.42%
Irish	2.33%
Gypsy or Irish Traveler	0.00%
Any other White background (write in)	2.33%
Other ethnic group	
Arab	0.00%
Any other ethnic group (write in)	0.00%
Prefer not to say	
Prefer not to say	0.00%

3. The graph below compares the number of barristers who identified as ‘white’ to the number of barristers who identified as belonging to any other ethnic group.



4. By way of comparison to the population on England and Wales, 86% of the population is white. In London, however, only 59.8% of the population is white².

² <https://www.ethnicity-facts-figures.service.gov.uk/uk-population-by-ethnicity/national-and-regional-populations/regional-ethnic-diversity/latest>

RELIGION OR BELIEF

5. Religion or belief	
No religion or belief	51.16%
Buddhist	0.00%
Christian (all denominations)	39.53%
Hindu	2.33%
Jewish	0.00%
Muslim	0.00%
Sikh	0.00%
Any other religion (write in)	4.65%
Prefer not to say	2.33%

SEXUAL ORIENTATION

5. According to ONS³ 95.3% of the population identified as heterosexual or straight and 2.2% identified as lesbian, gay, or bisexual.

Sexual orientation	
Bisexual	2.33%
Gay man	6.98%
Gay woman / lesbian	2.33%
Heterosexual / straight	88.37%
Other	0.00%
Prefer not to say	0.00%

SOCIO-ECONOMIC BACKGROUND

7. Socio-economic background	
<i>(a) If you went to University (to study a BA, BSc course or higher), were you part of the first generation of your family to do so?</i>	
Yes	27.91%
No	72.09%
Did not attend University	0.00%
Prefer not to say	0.00%

³ <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2018>

<i>(b) Did you mainly attend a state or fee paying school between the ages of 11-18?</i>	
UK State School	41.86%
UK Independent / Fee-paying School	55.81%
Attended school outside the UK	0.00%
Prefer not to say	2.33%

6. According to the Schools Census, published in January 2020⁴, there are currently 8,294,304 pupils aged 11-19 in state funded secondary schools and 576,870 pupils aged 11-19 in independent schools. Put simply, there are roughly 14 times more pupils aged 11-19 in state funded secondary schools than independent schools.

CARING RESPONSIBILITIES

Caring responsibilities	
<i>(a) Are you a primary carer for a child or children under 18?</i>	
Yes	43.1
No	48.6
Prefer not to say	8.1
<i>(b) Do you look after, or give any help or support to family members, friends, neighbours, or others because of either: - Long-term physical or mental ill-health / disability. - Problems related to old age? (Do not count anything you do as part of your paid employment)</i>	
No	72.09%
Yes, 1-9 hours a week	25.58%
Yes, 20-49 hours a week	0.00%
Yes, 50 or more hours a week	0.00%
Prefer not to say	2.33%

Arabella MacDonald
Equality and Diversity Officer
November 2020

⁴ <https://www.gov.uk/government/statistics/schools-pupils-and-their-characteristics-january-2020>