



Bar Standards Board Equality & Diversity Survey

Surveys are conducted every three years. Pursuant to the BSB rules they are anonymous and participation is voluntary. Our most recent survey was carried out in March 2019. A summary of the data collected appears below.

The results below are based on the respondents who completed the survey. The summary may not reflect the position that would have applied if all of those eligible to participate had chosen to do so.

Total numbers may differ from category to category because a response to each question was voluntary. Data is not published where its publication might reasonably lead to identification of individuals without their consent.

Under the BSB's current rules, Chambers may not publish data relating to sexual orientation or religion or belief unless every member of the workforce completes the survey and agrees to the publication of such data. As less than 100% of Chambers' workforce completed the survey, Chambers is not permitted to publish any data collected in respect of those characteristics, even in cases where individuals have consented to the publication of data that might identify them. However, we can confirm that there is a diversity of religious beliefs and of sexual orientations within Chambers.

Each diversity characteristic is categorized against job status and role in a manner which reflects seniority within Chambers. In order to be able to provide any data for publication, Selborne Chambers publishes its data in the following categories: (i) Barristers (including QCs, junior barristers and pupils); (ii) Employees.

As at 8 March 2019

AGE

	16-24	25-34	35-44	45-54
Barristers	-	50%	38.5%	12.5%
Employees	40%	20%	40%	-

GENDER

	Male	Female
Barristers	80%	20%
Employees	50%	50%

ETHNICITY

	White	Asian/ Asian- British	Black/African /Caribbean /Black-British	Any other mixed/ multiple ethnic background
Barristers	75%	12.5%	-	12.5%
Employees	60%	-	20%	20%

DISABILITY

Do you consider yourself to have a disability according to the definition in the Equality Act?

	Yes	No
Barristers	-	100%
Employees	20%	80%

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 months?

	Yes, limited a lot	Yes, limited a little	No
Barristers	-	7%	93%
Employees	-	25%	75%

SOCIO-ECONOMIC BACKGROUND

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?

	Yes	No	Did not attend University
Barristers	25%	75%	-
Employees	20%	-	80%

Did you mainly attend a state or fee paying school between the ages of 11 and 18?

	UK State School	UK Independent/Fee-paying school	School outside UK
Barristers	38%	56%	6%
Employees	100%	-	-

CARE RESPONSIBILITIES

Are you a primary carer for a child or children under 18?

	Yes	No
Barristers	31%	69%
Employees	-	100%

Do you look after, or give any help or support to family members, friends, neighbours or others because of either:

- i. Long-term physical or mental ill-health / disability
- ii. Problems related to old age

(Do not count anything you do as part of your paid employment)

	Yes	No
Barristers	7%	93%
Employees	-	100%