

SERJEANTS' INN CHAMBERS
DIVERSITY DATA QUESTIONNAIRES – July 2024

Data Collection and Analysis

1. Diversity collection questionnaires were sent to all barristers and members of staff in November 2023. They were in the model form set out in the BSB Equality Rules Handbook.
2. The recipients were asked to consent to Chambers' Diversity Data Officers processing the data in accordance with Chambers' Diversity Data Policy.
3. The provision of diversity data was voluntary. As they were entitled to do:
 - a. Only 3 barristers and 1 staff member declined to provide diversity data;
 - b. A small number of barristers and staff did not consent to the publication of data if there were fewer than 10 individuals with one or more of the characteristics in the questionnaire.
4. Data was provided by:
 - a. 75 out of 78 barrister members of Chambers;
 - b. 21 out of 22 members of staff
5. The data has been analysed by Chambers' Diversity Data Officers as required by the BSB Handbook and Equality Rules Handbook, including by reference to bands of seniority of barristers within Chambers and the responsibilities of staff.

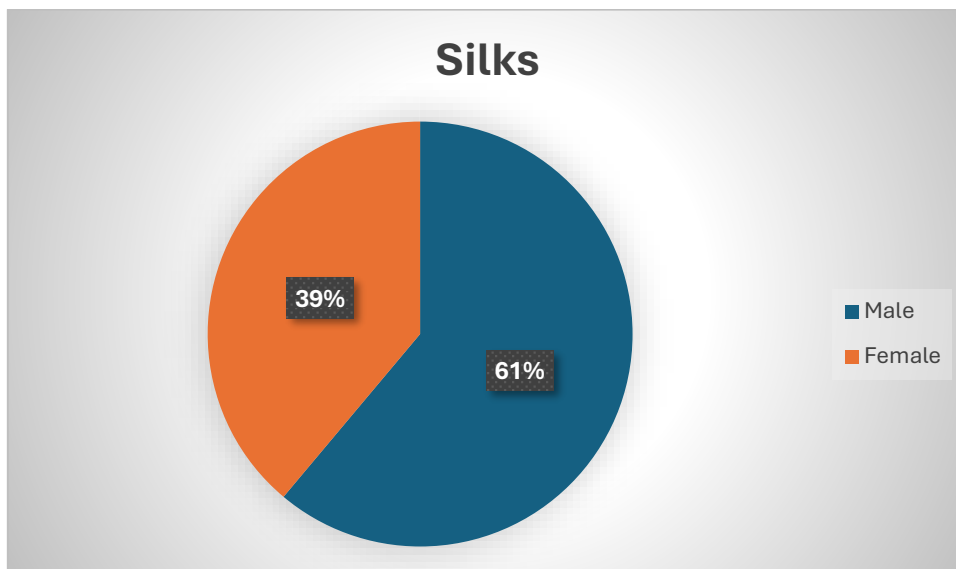
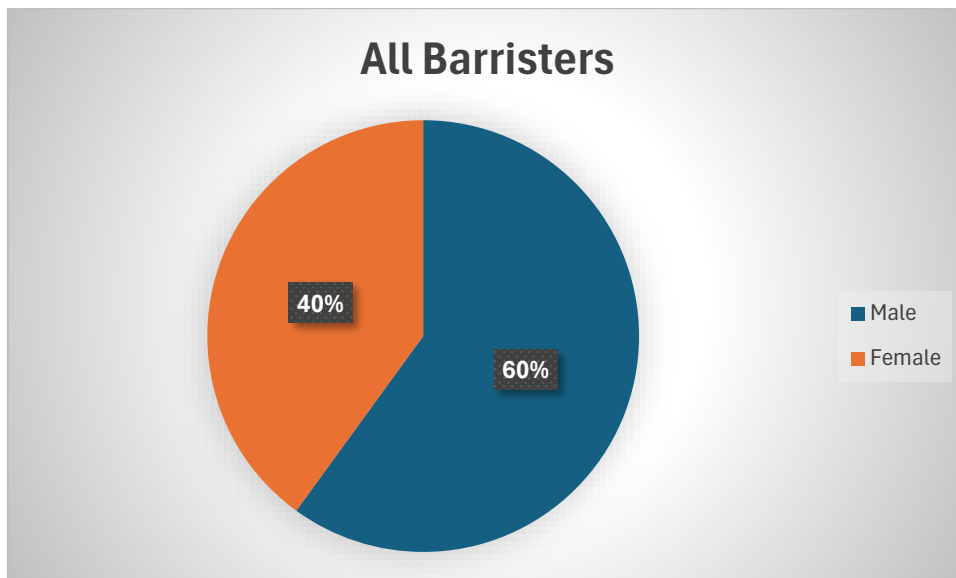
Diversity Data

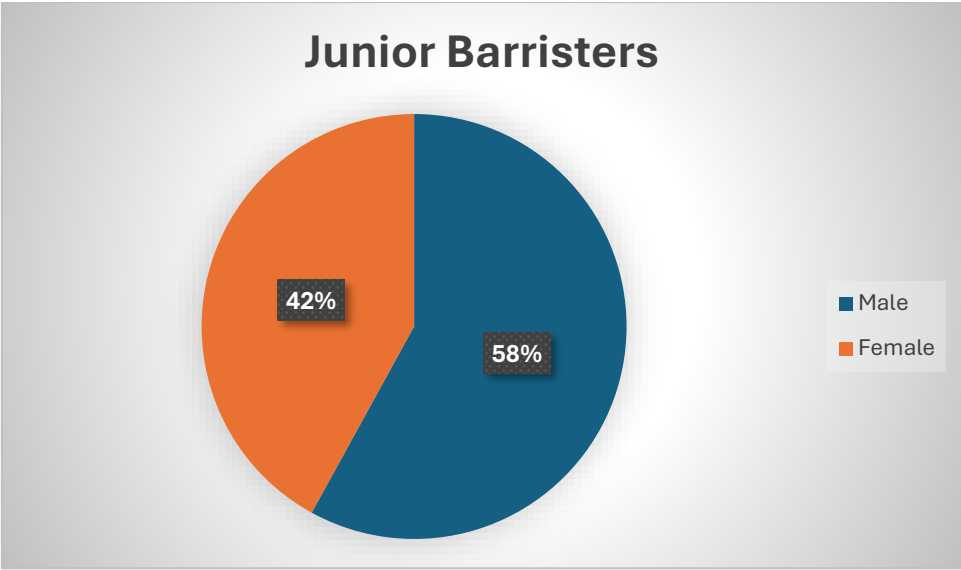
6. A high majority of tenants agreed to their data being published even if they were in a minority of fewer than 10 individuals with one or more of the characteristics in the

questionnaire.

7. We are able to publish the following summary of the responses to the diversity collection questionnaires provided by barrister members of Chambers.
8. The statistics exclude a minimal number of barrister members who did not agree to their data being published in this anonymous summary or answered “prefer not to say”.

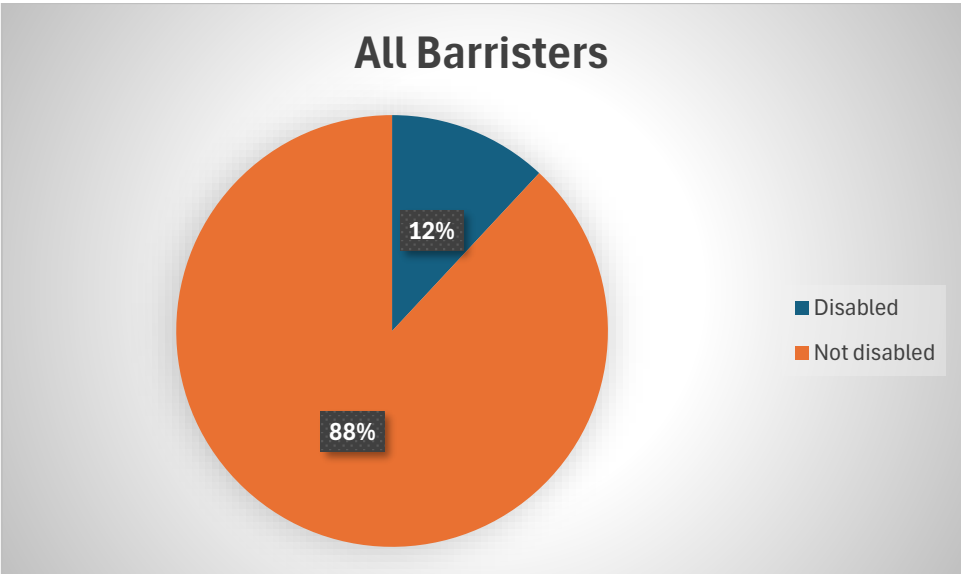
Gender



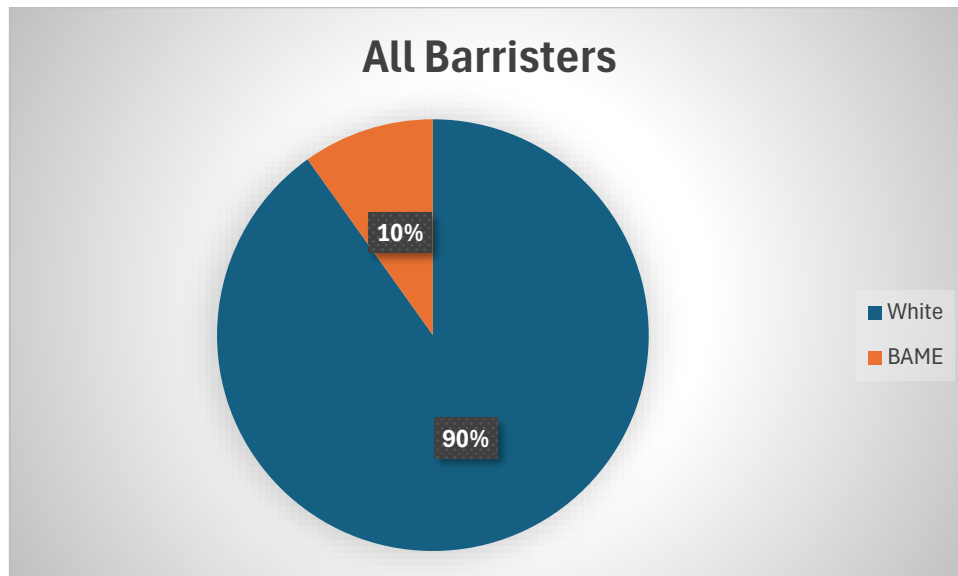


Disability

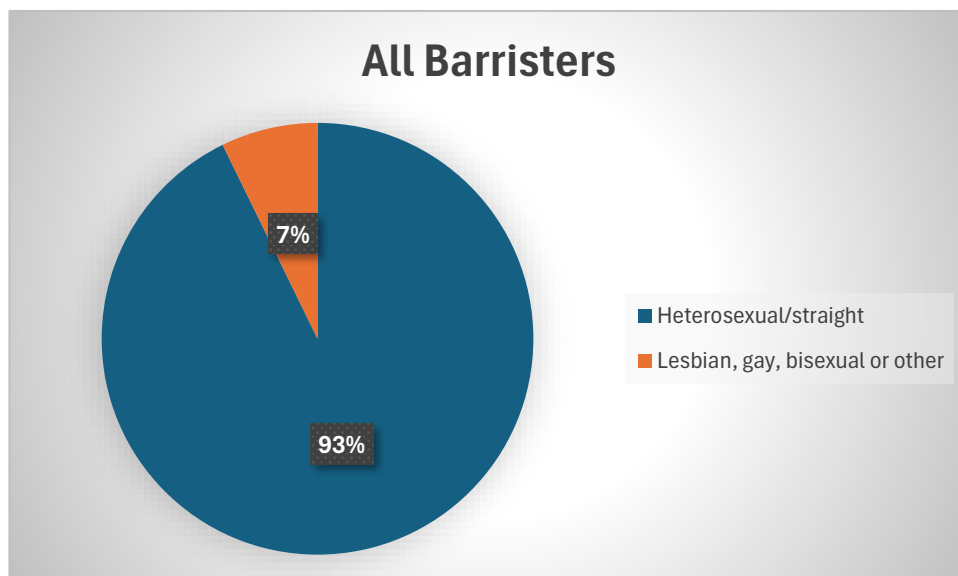
Disabled is defined as per the definition in the Equality Act 2010 i.e. someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person’s ability to carry out normal day-to-day activities.



Ethnic Group



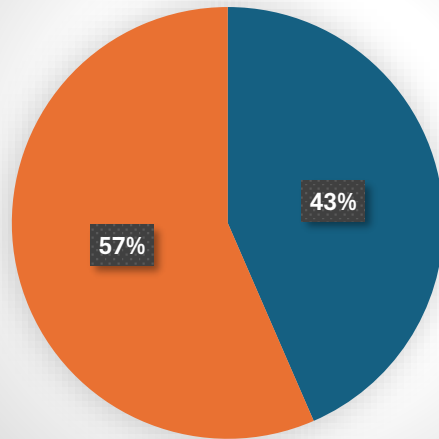
Sexual Orientation



Socio-economic Background

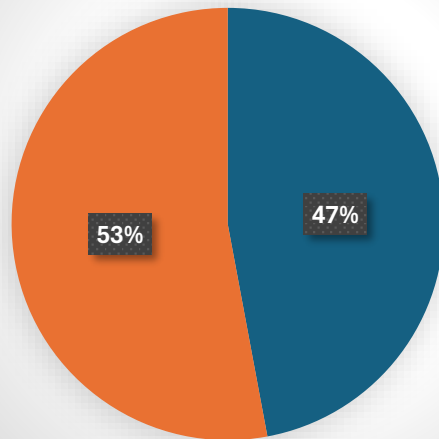
(a) If you went to University (to study a BA, BSc course or higher), were you part of the first generation of your family to do so?

All Barristers



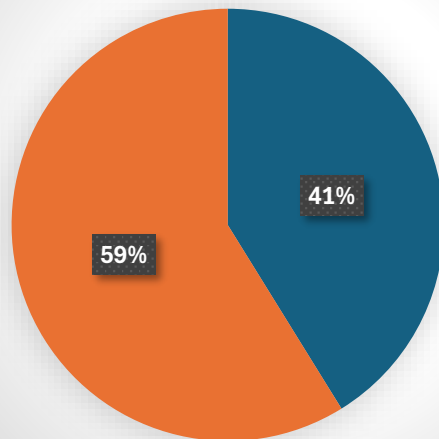
■ Yes
■ No

Silks



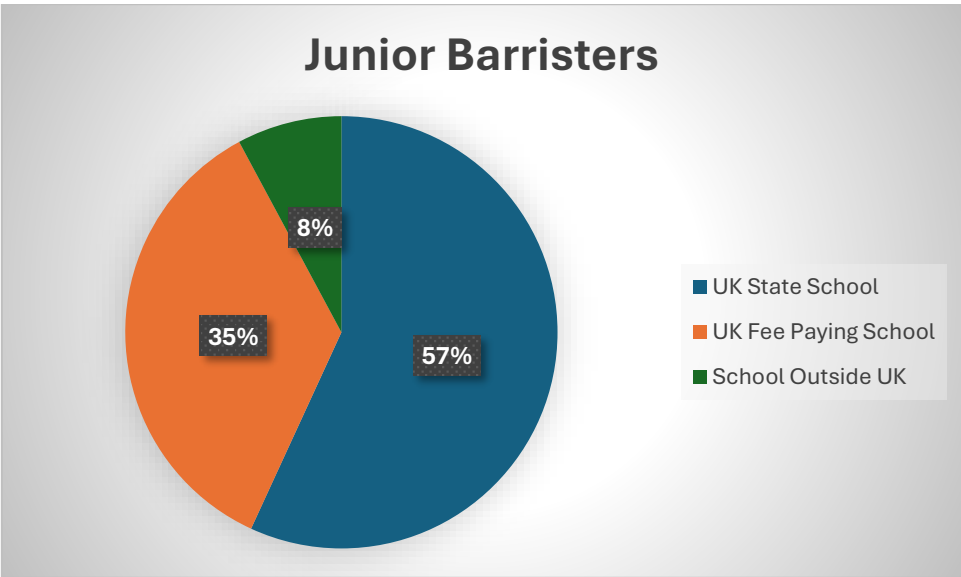
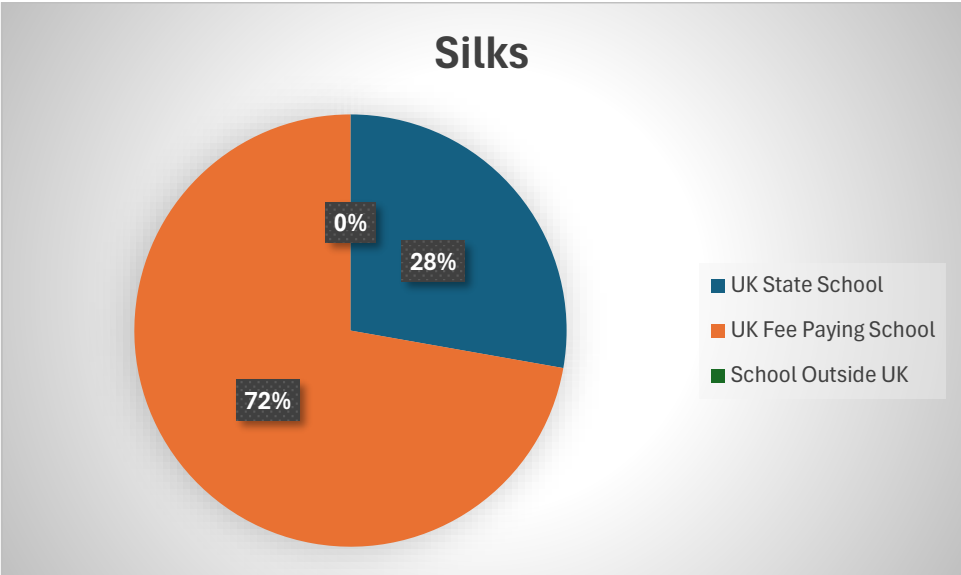
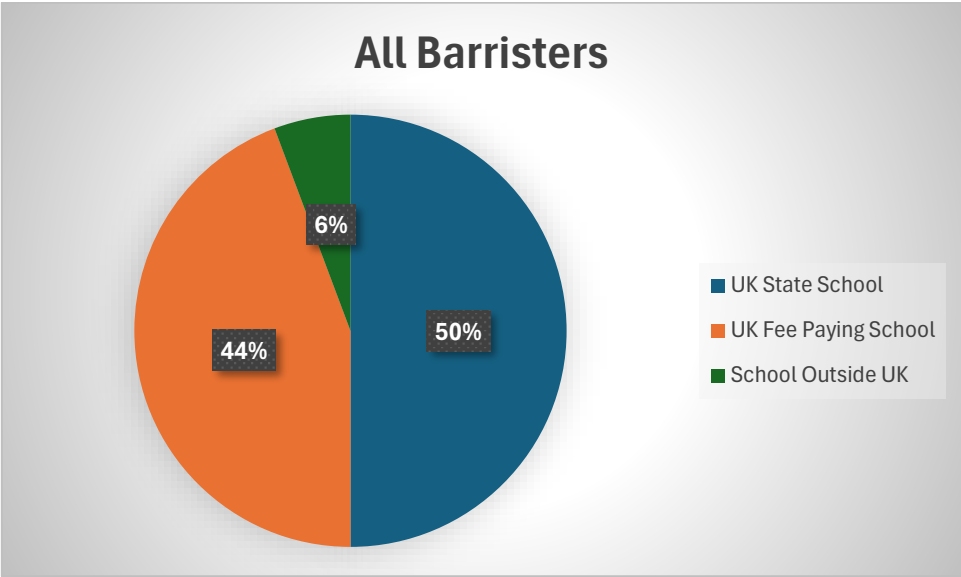
■ Yes
■ No

Junior Barristers



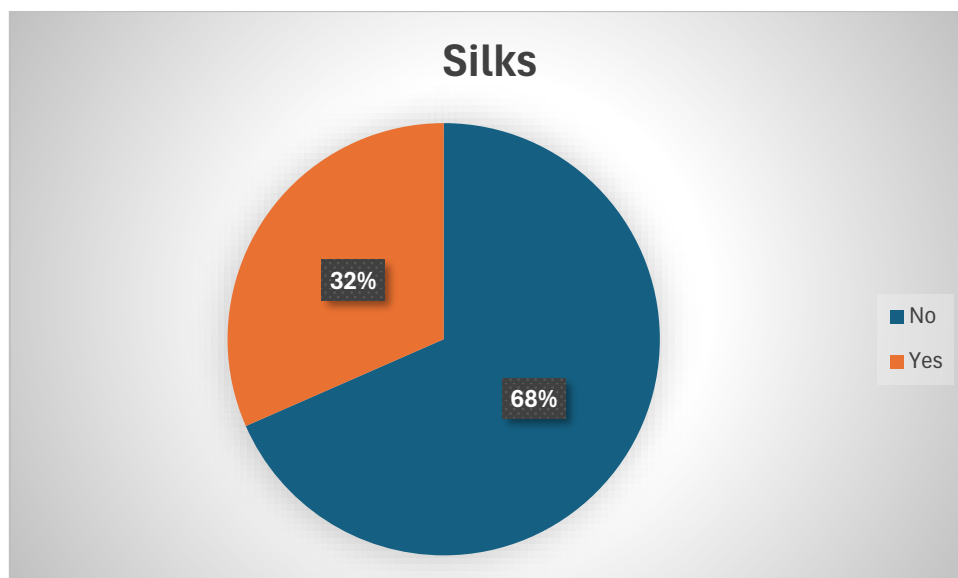
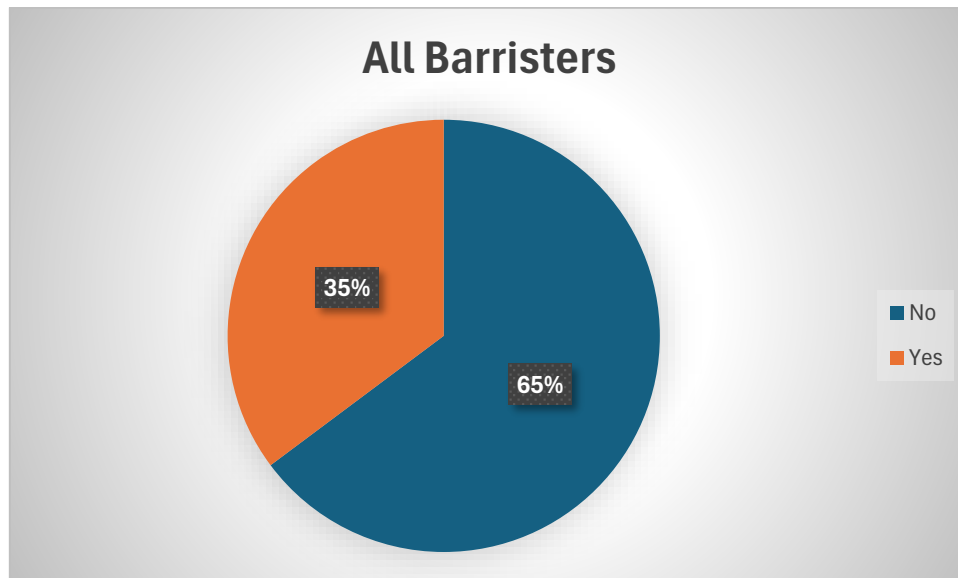
■ Yes
■ No

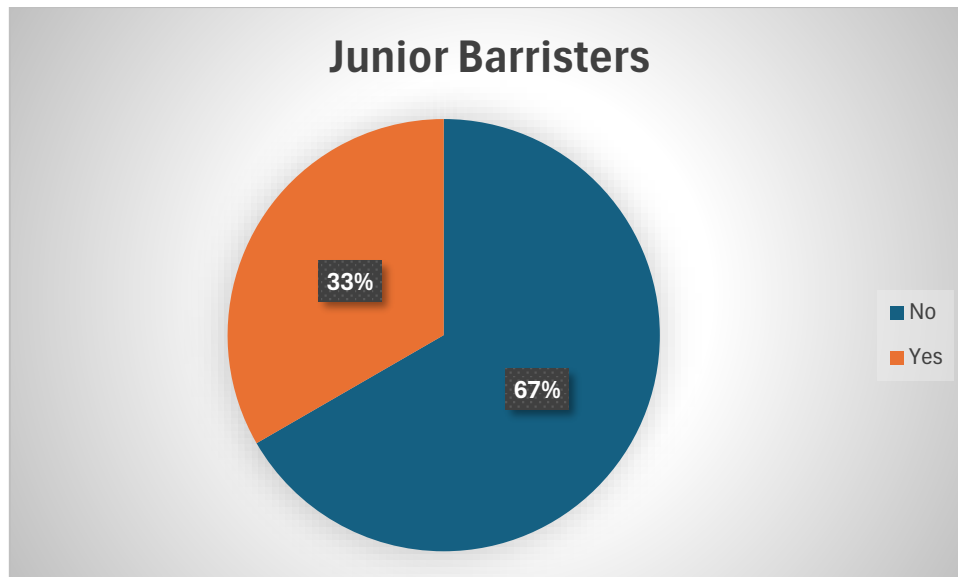
(b) Did you mainly attend a state or fee-paying school between the ages 11 – 18?



Caring Responsibilities

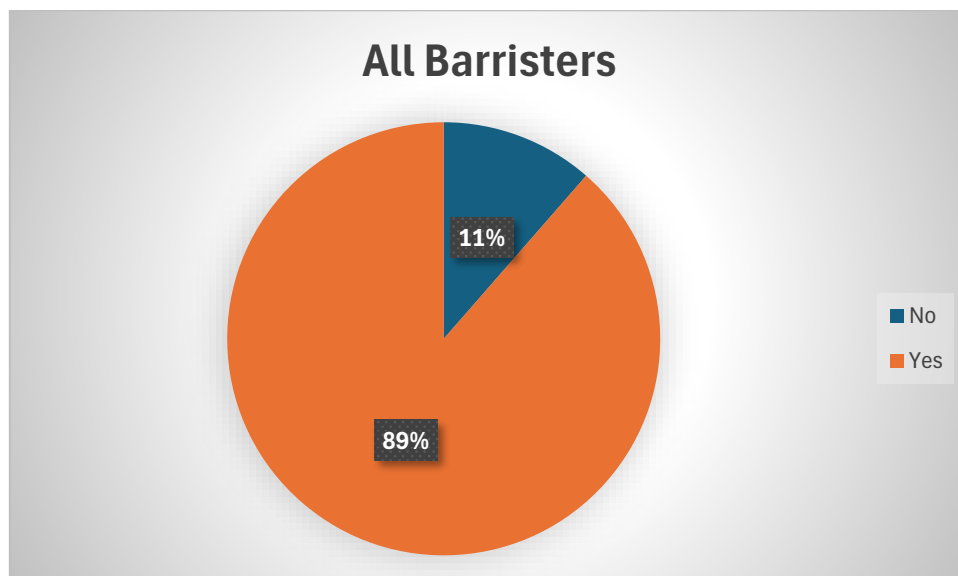
The results below combine those barrister members who are either (1) a primary carer for a child or children under the age of 18 or (2) who look after or give help or support for more than 1 hour a week to family members, friends, neighbours or others because of long-term health problems or old age.





Working Practices

Do you work more than 40 hours per week on average?



Summary

The response rate of 96% of barristers was a pleasing improvement on the rate of 93% when the exercise was last undertaken in 2019.

Female representation within Chambers at KC level at 39% is now consistent with female representation as a whole within chambers (40%) and at junior level (42%). It also

compares favourably by comparison with the Bar as a whole (20% at KC level) and reflects further successful silk applications from female tenants. Female representation as a whole in chambers (40%) is consistent with the Bar as a whole (41%).

Chambers no longer has an underrepresentation of tenants with a disability (being 12% in Chambers compared to 8% within the Bar as a whole). Although the figure of 12% is an improvement on the figure of 5% in 2019, it should be noted that 15.7% of pupils within the Bar as a whole have a declared disability.

Chambers has an underrepresentation of tenants of BAME ethnicity (10% vs 17% for the Bar as a whole). An underrepresentation also persists within the Bar as a whole by comparison with the UK population.

Within the Bar as a whole 13% of pupils, 7% of junior barristers and 5% of KCs give their sexual orientation as being bisexual, gay, lesbian or another sexual orientation (not including heterosexual). Chambers' figure of 7% of all barristers is consistent with the Bar as a whole.

Chambers' figures of 57% of junior barristers from UK state school is an increase of 5% from 2019, and suggests that recent attempts to widen the pool of applicants applying for pupillage have started to produce results.

Although Chambers' statistics show ongoing improvement, we as a Chambers recognise there is further work to be done, both within Chamber and within the Bar generally. We are committed to improving diversity in all areas both in Chambers and within the Bar.

NEIL DAVY KC
BRIONY BALLARD
July 2024