

SERJEANTS' INN CHAMBERS DIVERSITY DATA

QUESTIONNAIRES – January 2019

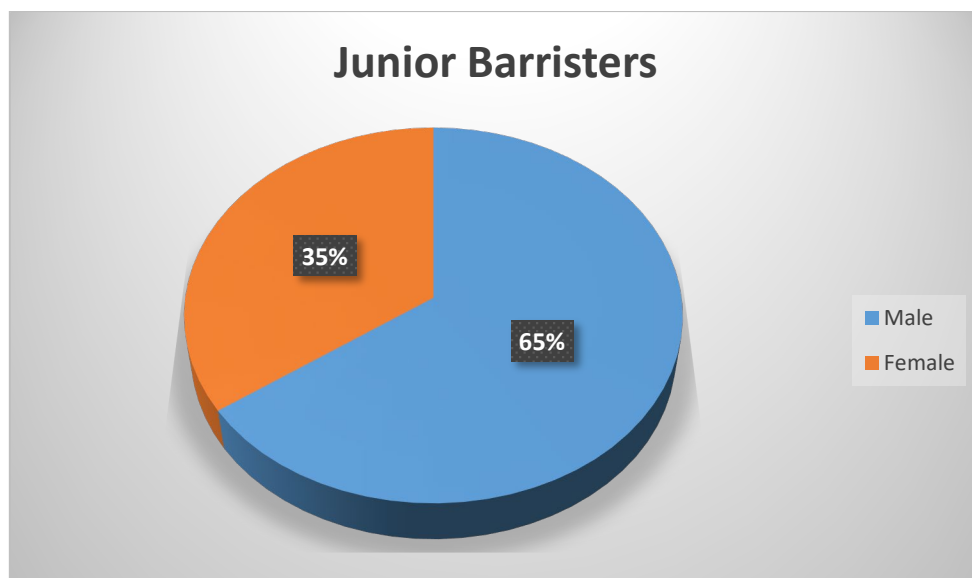
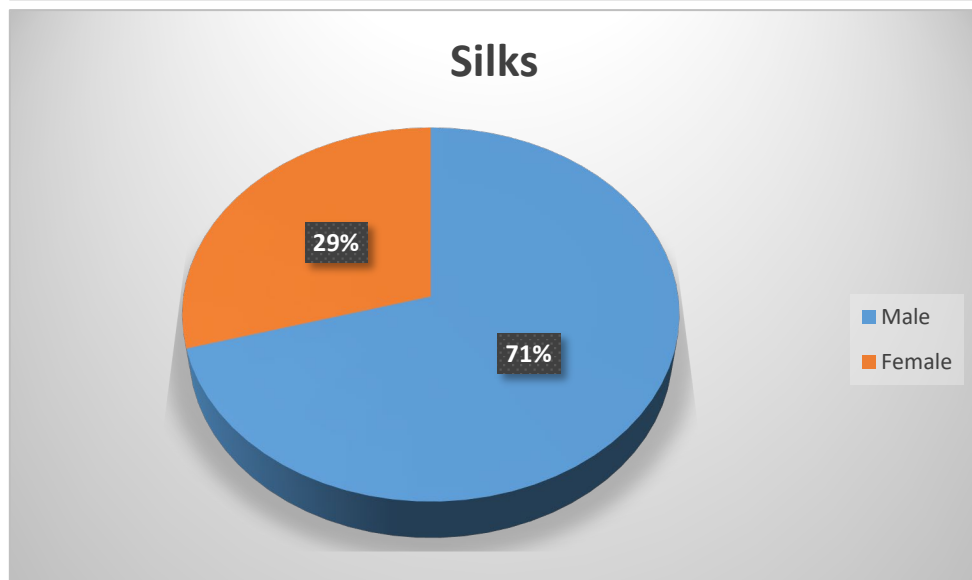
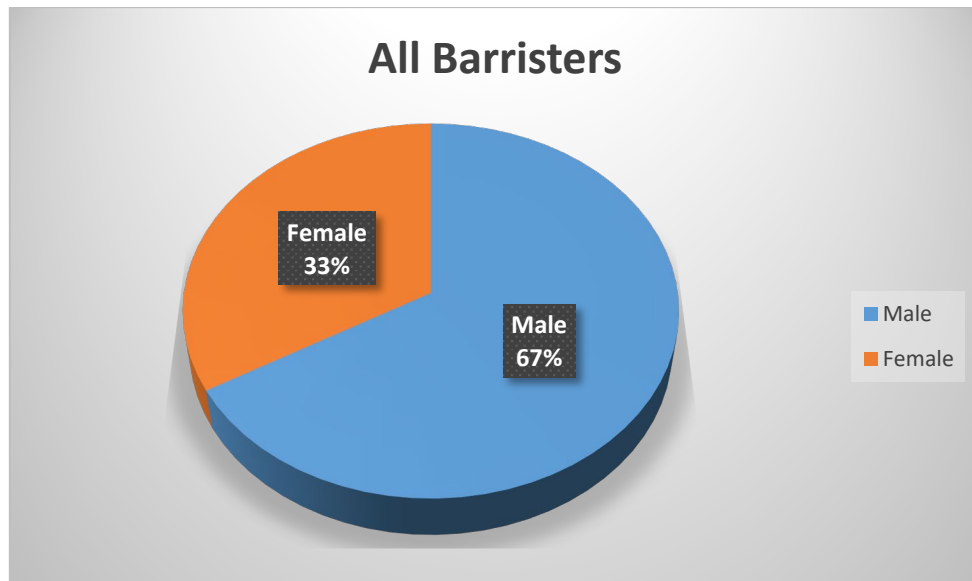
Data Collection and Analysis

1. Diversity collection questionnaires were sent to all barristers and members of staff in December 2018. 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) a very small number of barristers and staff declined to provide diversity data;
 - (b) a 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) 67 out of 72 barrister members of Chambers;
 - (b) 10 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. This was a refreshing improvement since the last time the exercise was undertaken in December 2015.
7. We are able to publish the following summary of the responses to the diversity collection questionnaires provided by 67 (93%) barrister members of Chambers:

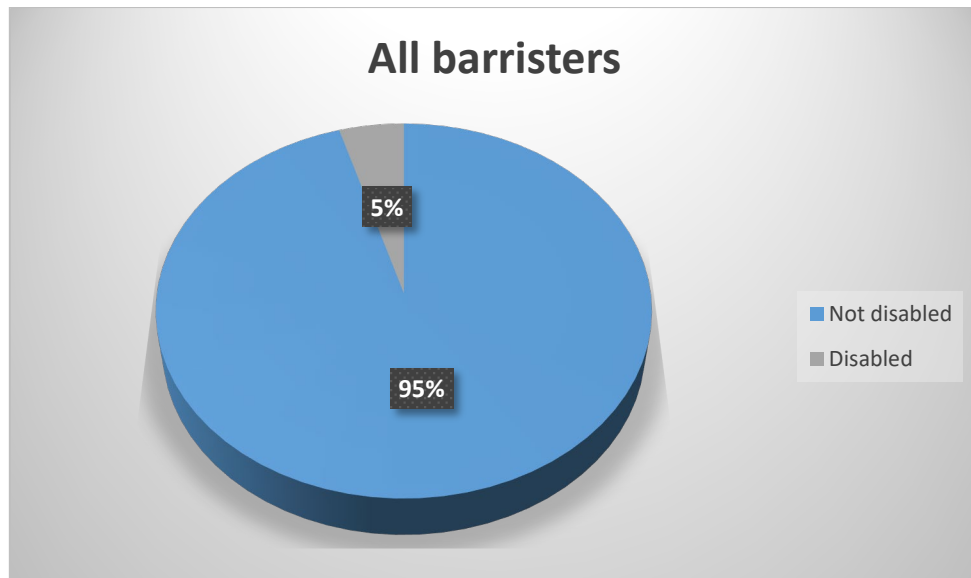
Gender



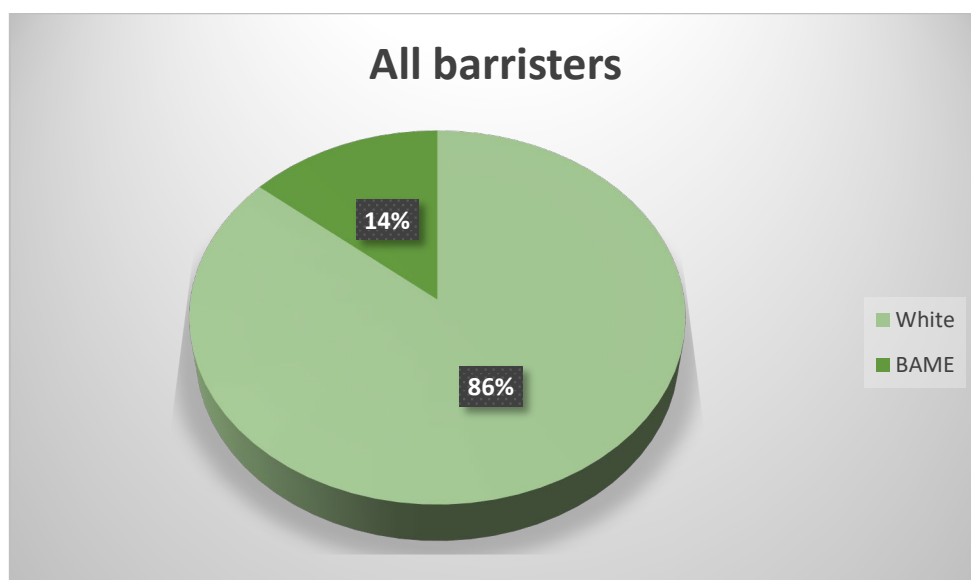
Disability

Disabled = disabled in accordance with the definition of disability under the Equality Act 2010.

The statistics exclude a minimal number of barrister members who answered “prefer not to say”.

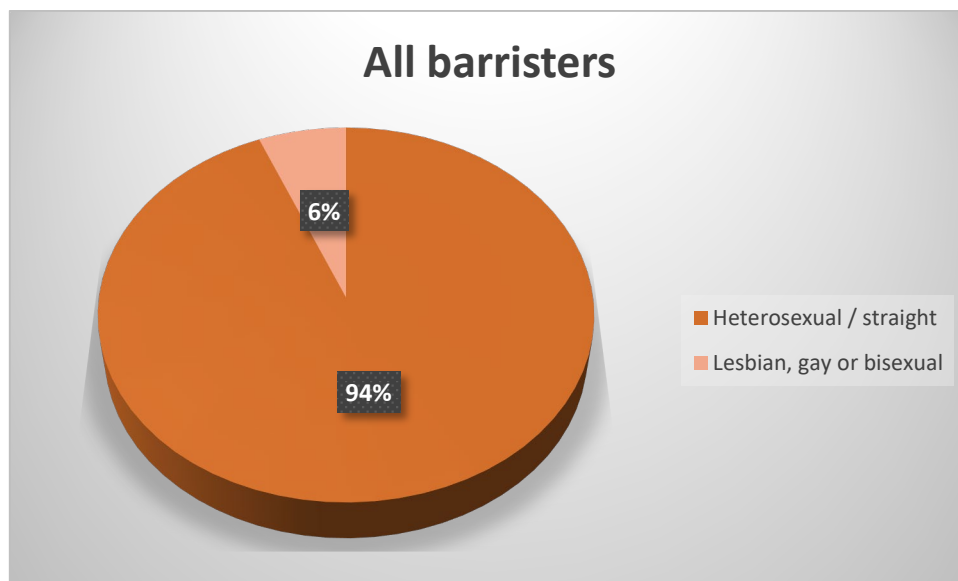


Ethnic Group



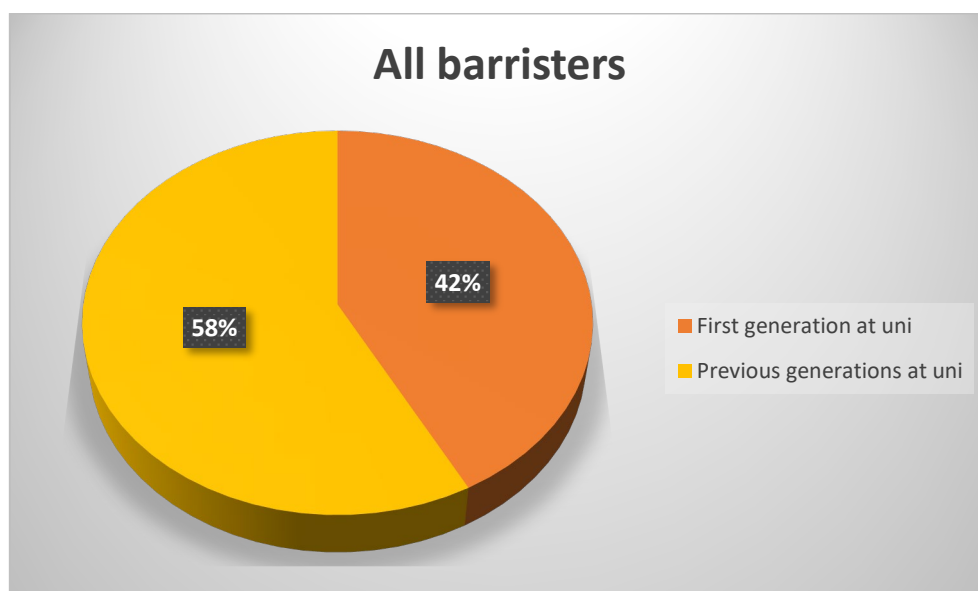
Sexual Orientation

The statistics exclude a minimal number of barrister members who answered “prefer not to say”.

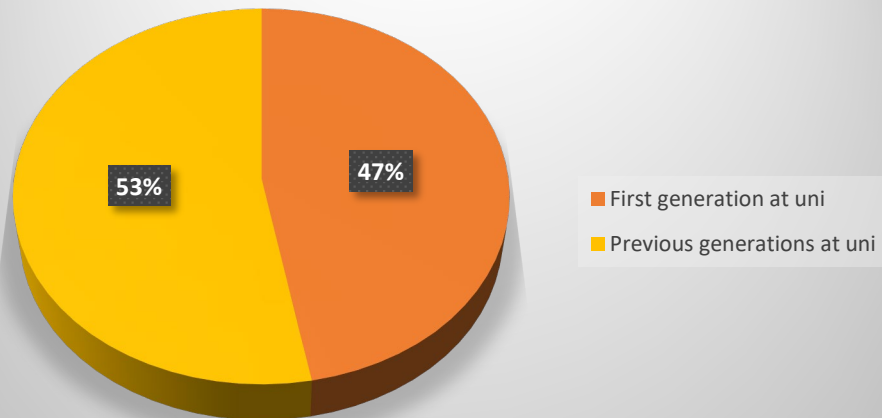


Socio-economic Background

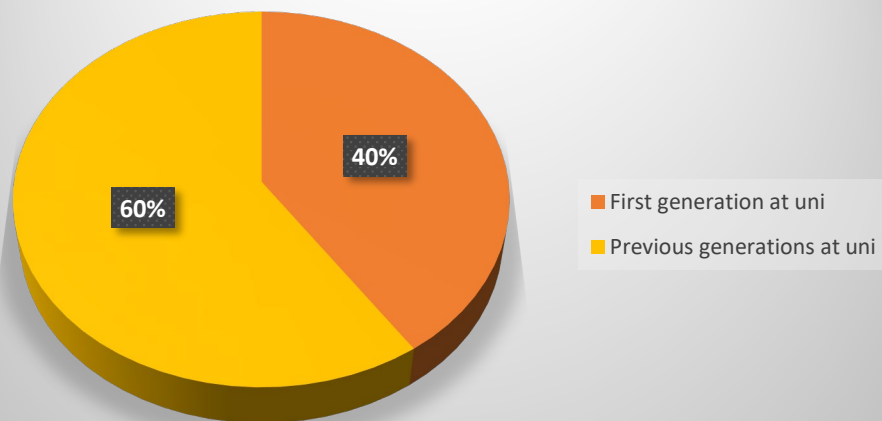
- 1) If you went to University (to study a BA, BSc course or higher), were you part of the first generation of your family to do so?



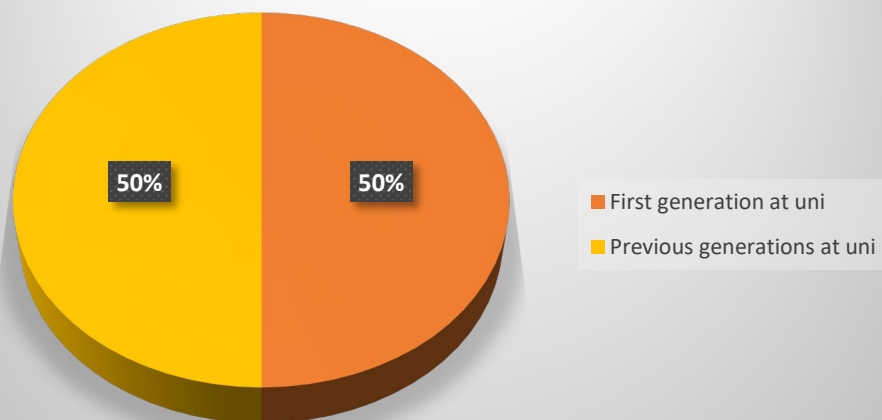
Silks



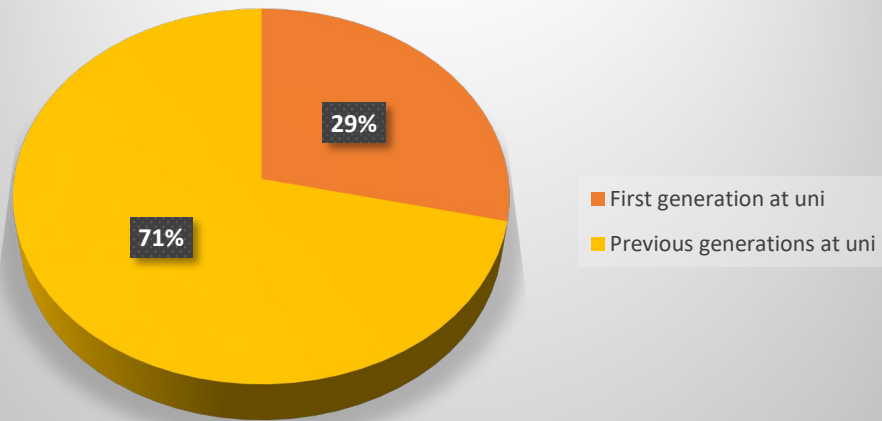
Junior Barristers



Junior Barristers 15 years' call or over

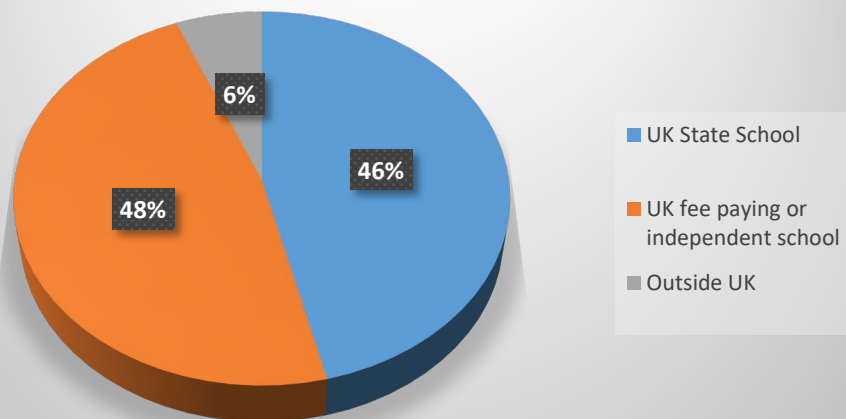


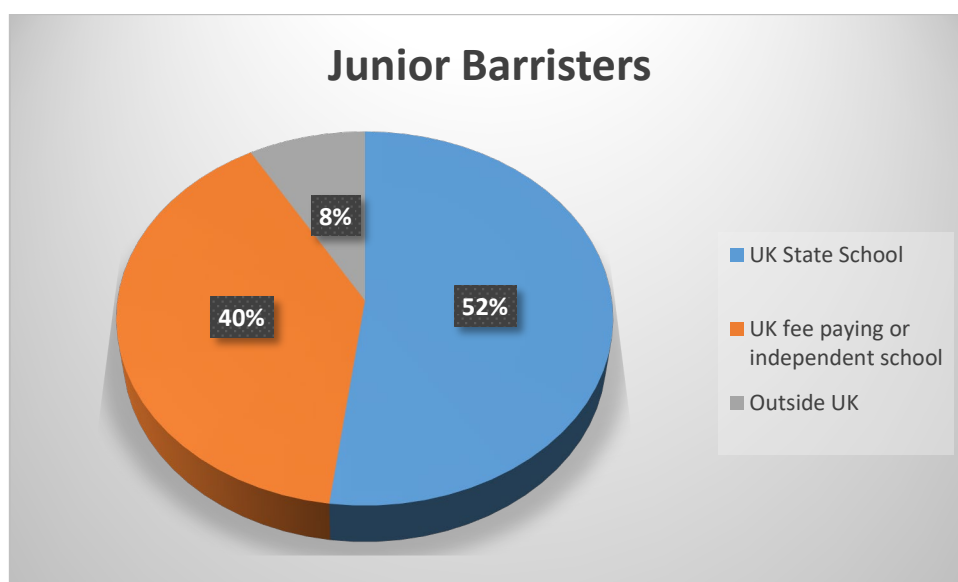
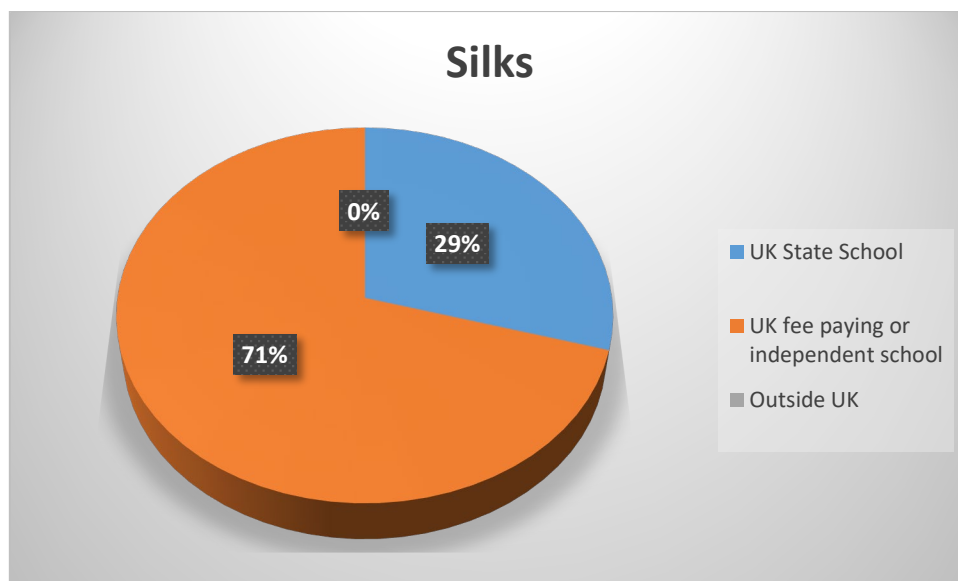
Juniors Barristers under 15 years' call



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

All barristers



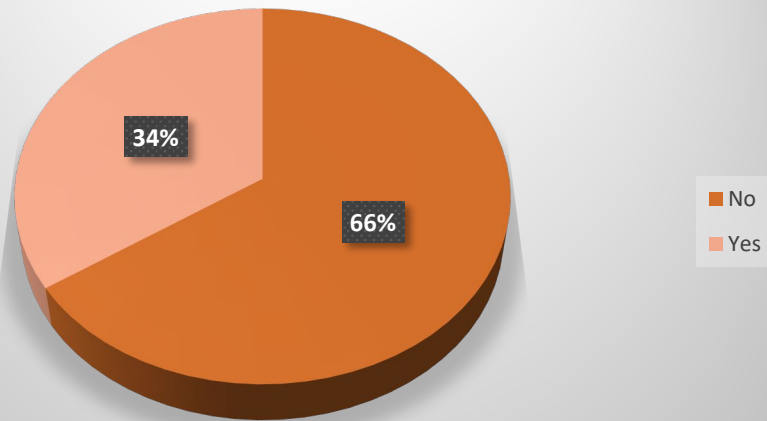


Caring Responsibilities

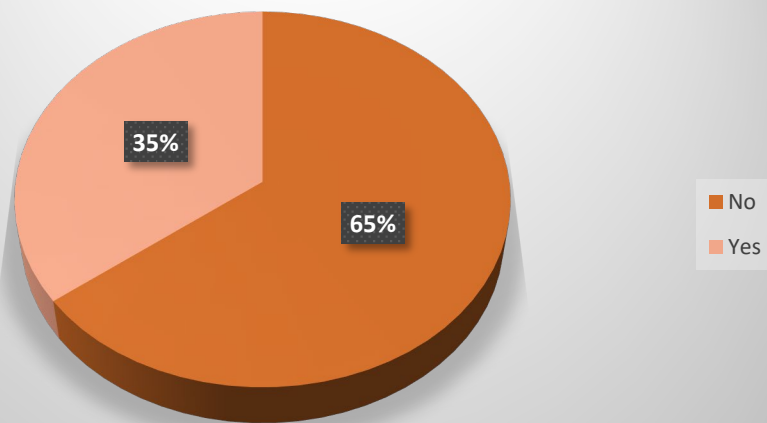
The results below combine those barrister members who are either (1) a primary carer for a child or children under the age of 18 or (2) who look after or give help or support for up to 19 hours per week to family members, friends, neighbours or others because of long-term health problems or old age.

The statistics exclude a minimal number of barrister members who answered “prefer not to say”.

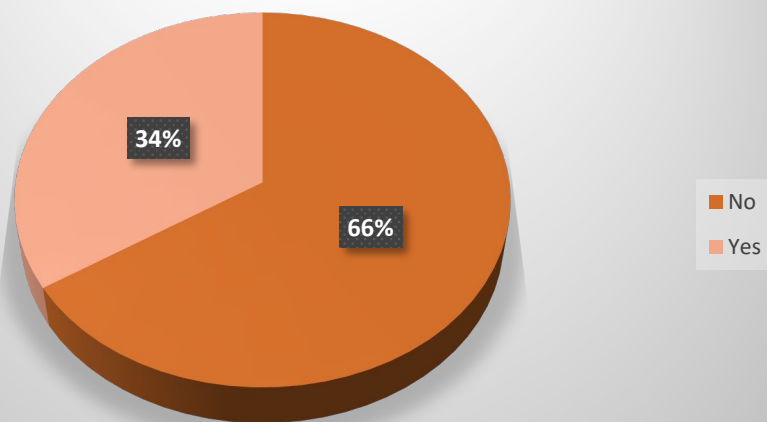
All barristers

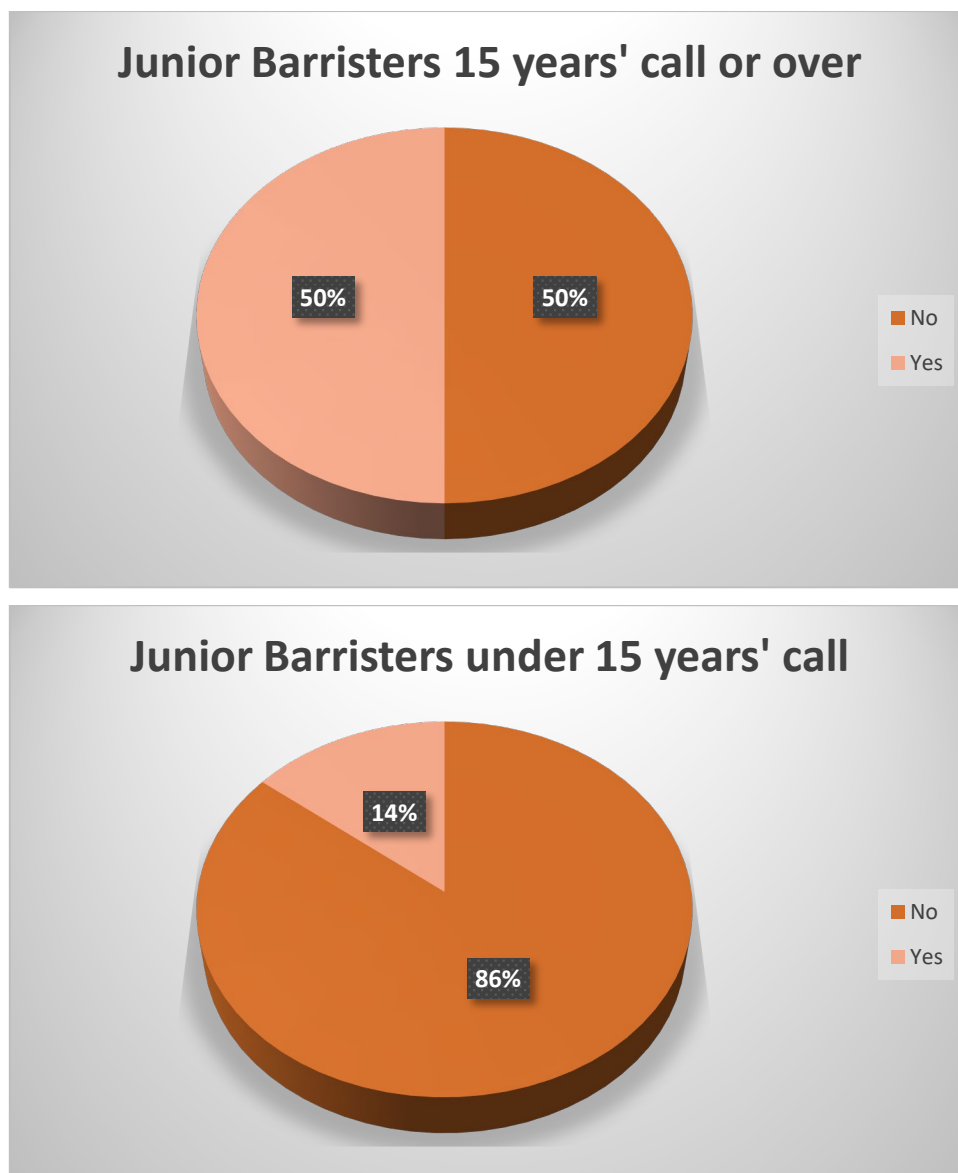


Silks



Junior Barristers





Underrepresentation

Gender:-

8. Women are no longer underrepresented at QC level by comparison with the Bar as a whole (29% of Serjeants' Inn silks -vs- 16% of silks at the Bar). This is a considerable improvement since the last publication of data in 2015 and reflects a number of successful silk applications from female tenants and recruitment.
9. At junior level, Serjeants' Inn has a very modest underrepresentation of women (35% of junior barristers -vs- 37% at the Bar). The underrepresentation is more marked at senior

junior levels (15 years' call or over). By contrast women remain very well represented at junior level (under 15 years' call or under).

Ethnic Background:-

10. Chambers no longer has an underrepresentation of tenants of BAME ethnicity (14% -vs 13% for the Bar as a whole), although an underrepresentation persists by comparison with the UK population.

Disability and Sexual Orientation:-

11. We have, for the first time, published data in relation to disability and sexual orientation. The Bar Standards Board does not publish data which permits comparison. That barrister members consented to publication of this personal data reflects an open and inclusive approach to equality and diversity within Chambers.

Further improvement to be made:-

12. Although Chambers' statistics are showing improvement we as a Chambers recognise there is further work to be done and are not ready to accept the Bar as a whole figures as acceptable. We are committing to improving diversity in all areas both in Chambers and within the Bar as a whole.

MICHAEL HORNE QC

BRIONY BALLARD

May 2019