

5 ESSEX CHAMBERS DIVERSITY DATA REPORT

November 2023

I. Introduction

1. The Bar Standards Board (BSB) requires all chambers to invite their workforce to provide diversity data for publication in summary form every three years in accordance with the BSB Handbook Equality Rules.¹
2. This report is a summary of the data monitoring exercise conducted at 5 Essex Chambers from 14 to 22 November 2023.

II. Data Collection and Analysis

3. Chambers' Diversity Data Officer circulated a diversity data survey to all barristers, pupils, and staff on 14 November 2023. This survey was based on the template Diversity Monitoring Form created by the BSB.²
4. The BSB guidance stipulates that a published summary shall exclude diversity data in relation to any characteristic where there is a real risk that individuals could be identified, unless all affected individuals consent. The BSB defines "real risk" as being where there are fewer than 10 people with the relevant characteristic ("the fewer than 10 rule").
5. Participation and the provision of data is voluntary. Explicit consent was required and survey recipients were reminded that they may withdraw their consent at any stage. Each question included the option to respond 'prefer not to say' (with or without comments explaining why) as well as to simply leave no response (recorded as 'no response').

¹ <https://www.barstandardsboard.org.uk/for-barristers/compliance-with-your-obligations/equality-and-diversity-rules.html>

² <https://www.barstandardsboard.org.uk/static/bea4dc04-7acd-49a8-98a23a4d345f644d/cdc644d3-7715-43ba-91047cfba852cee1/Supporting-Info-Chambers.pdf>

6. In respect of consent, survey recipients were asked to confirm that they consented:
 - a. To the processing and publication of their data as set out in the survey guidance and the 5 Essex Chambers Diversity Data Policy.
 - b. To the publication of their diversity data in anonymous form even if there were fewer than 10 individuals identified against a characteristic, in the knowledge that this may result in identification.

7. In total, 54 respondents gave consent in accordance with paragraph 6(a), including:
 - a. 5 KCs;
 - b. 39 junior barristers (including tenants / members and door tenants);
 - c. 2 pupil barristers (including probationary tenants);
 - d. 8 members of staff (including clerks, managerial staff, practice managers, administrators, HR, and other corporate service roles).

8. In addition, all KCs, pupils, and staff consented to their data being processed in accordance with paragraph 6(b) above (“the fewer than 10 rule”). Two junior barristers did not consent to their data being processed in accordance with paragraph 6(b). For any question where the fewer than 10 rule was engaged in respect of responses given by those respondents, their data has been excluded. This occurred in respect of one question.

9. In accordance with the template Diversity Monitoring Form created by the BSB, data was collected in relation to the following categories:
 - a. Age;
 - b. Sex;
 - c. Gender identity;
 - d. Disability;
 - e. Ethnic Group;
 - f. Religion or belief;

- g. Sexual orientation;
- h. Socio-economic background; and
- i. Caring responsibilities.

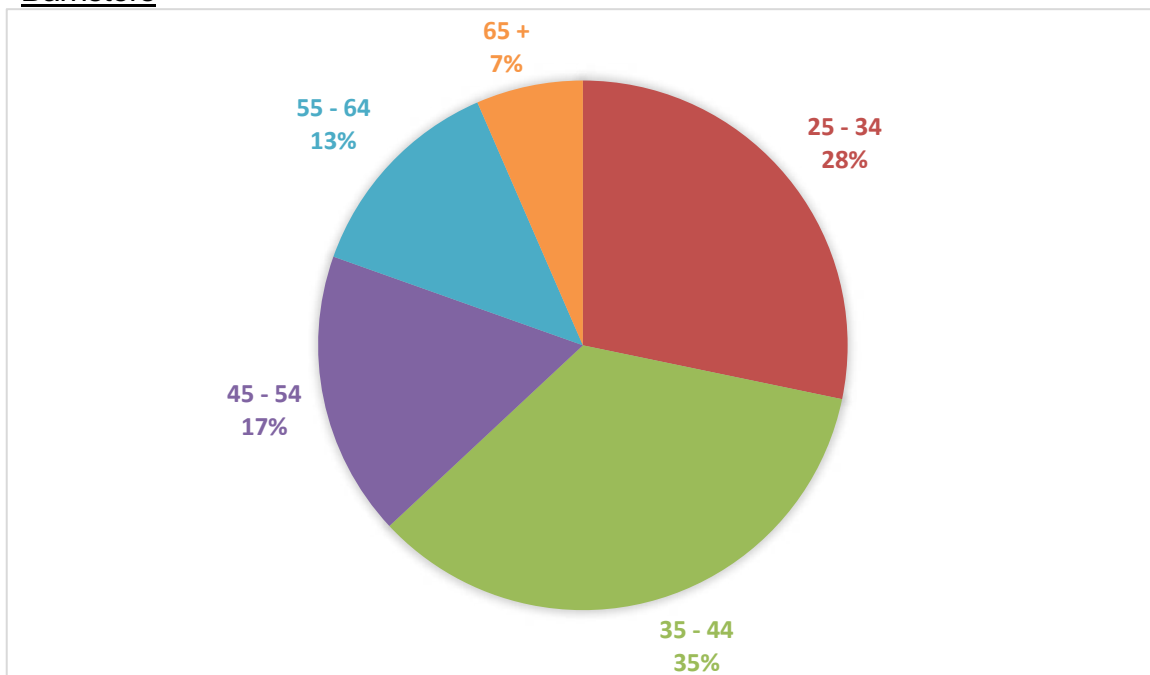
III. Summary of data

10. The remainder of this report comprises a summary of the diversity data collected by category and expressed in percentage form. Given the small numbers involved, for the purpose of producing this summary, diversity data has been expressed for two broad categories:
- a. Barristers (including KCs, junior barristers, pupil barristers, probationary tenants, and door tenants);
 - b. Members of staff.

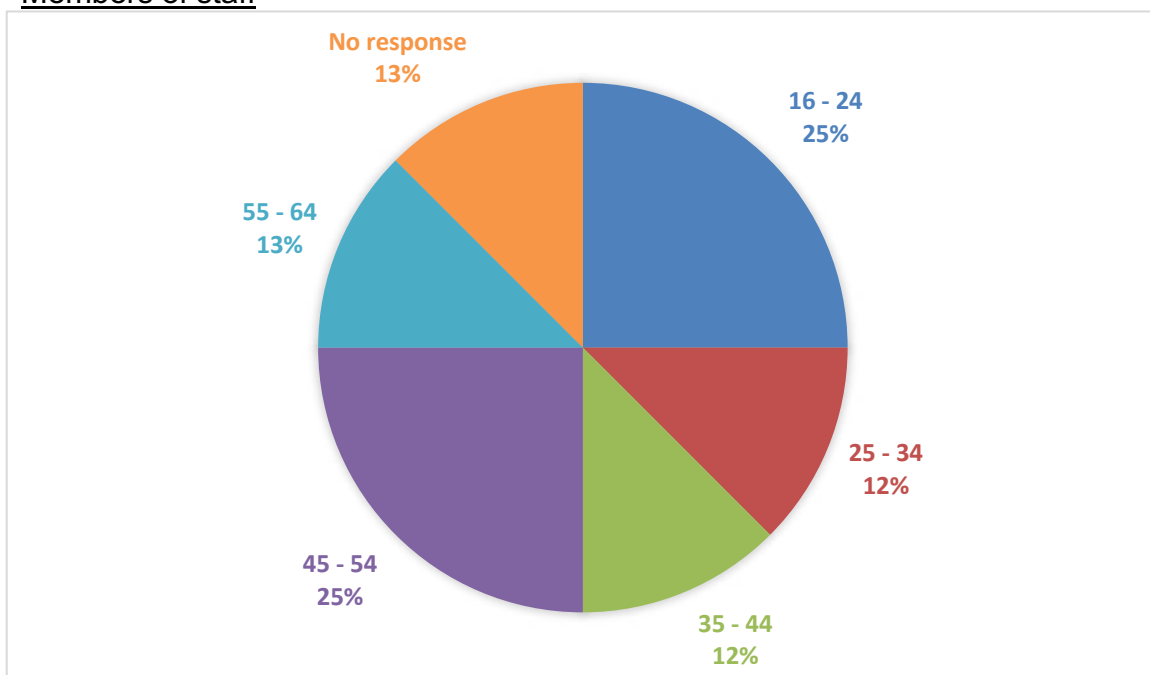
Age

11. Survey question: *From the list of age bands below, please indicate the category that includes your current age in years.*

Barristers



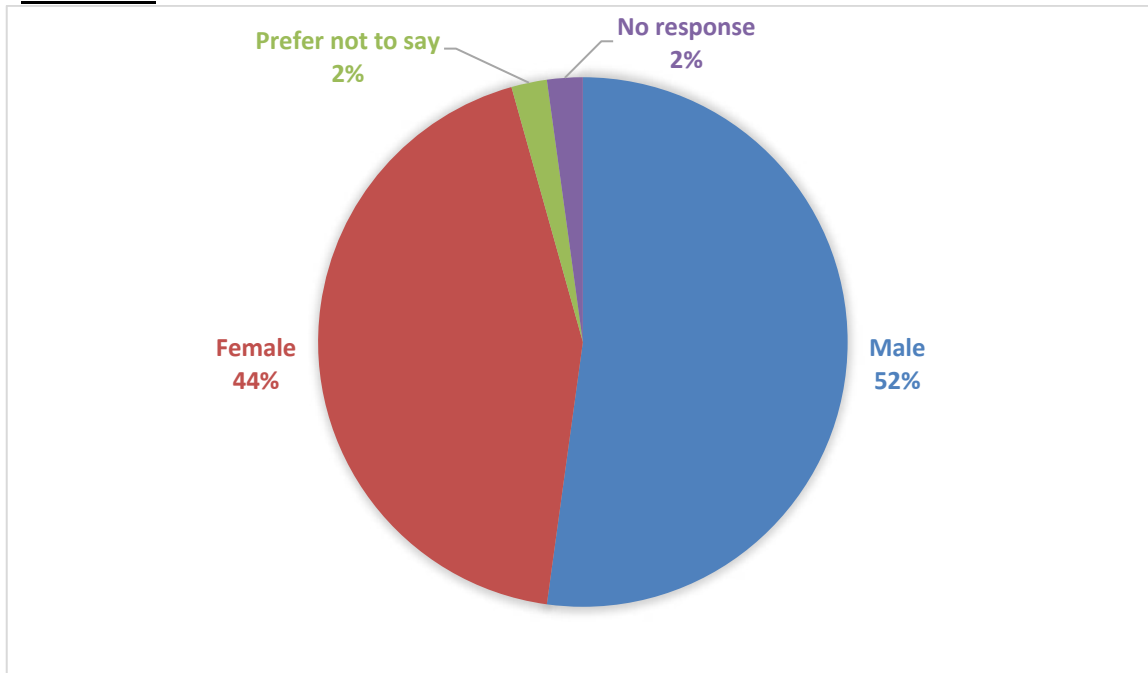
Members of staff



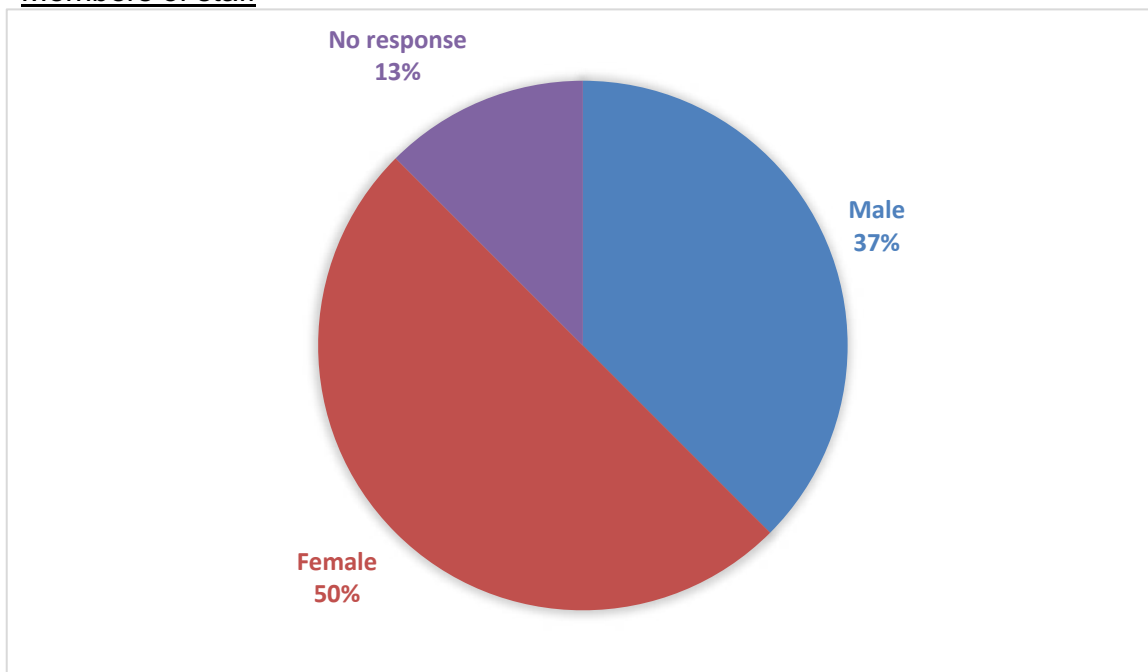
Sex

12. Survey question: *what is your sex?*

Barristers



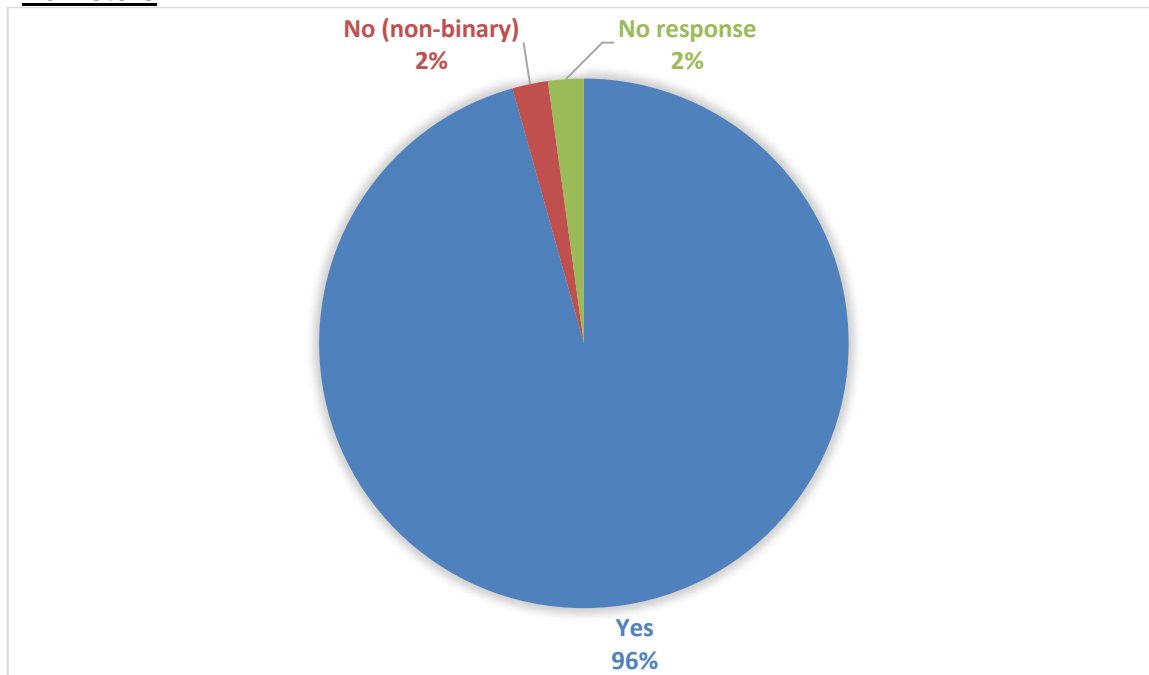
Members of staff



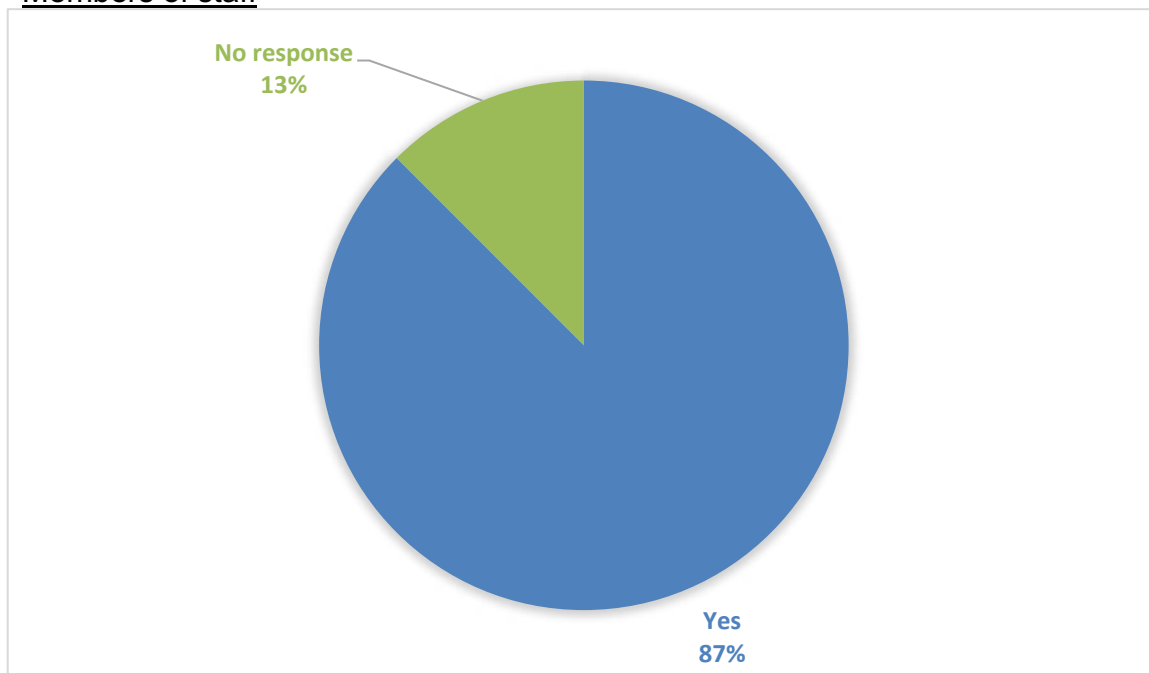
Gender identity

13. Survey question: *is the gender you identify with the same as your sex registered at birth? If no, please write in your gender identity.*³

Barristers



Members of staff

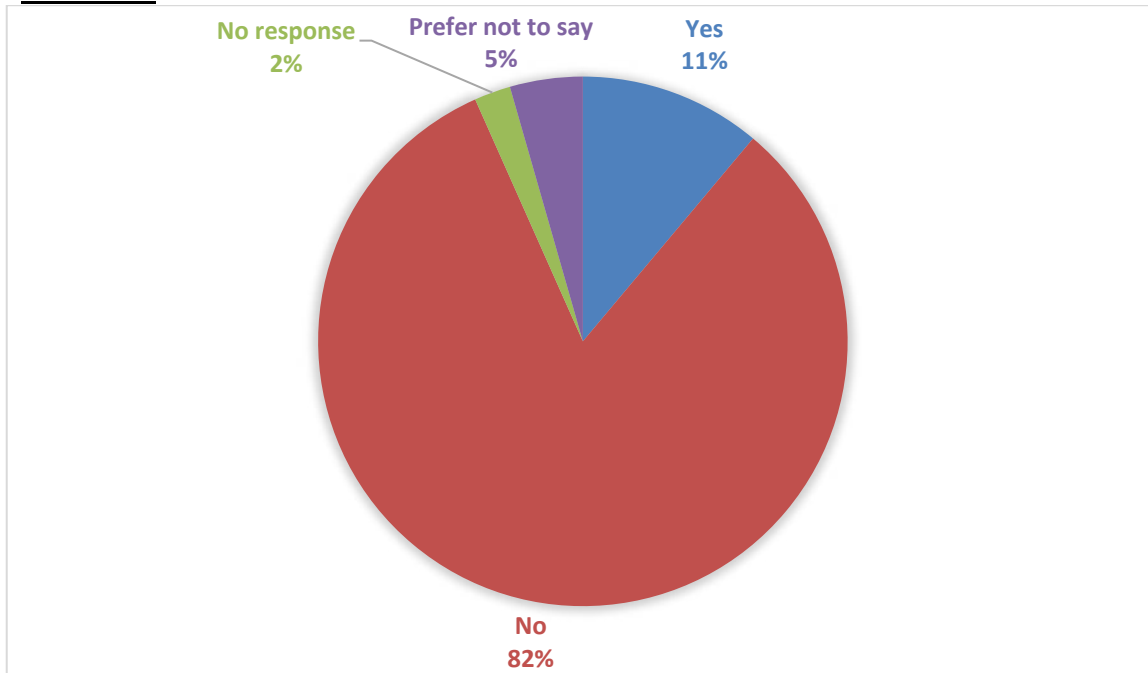


³ Survey recipients were provided with guidance explaining that this question is designed to gather trans data i.e. whether the respondent's gender identity and / or gender expression differs from their birth sex. The guidance explained that trans people may or may not seek to undergo gender reassignment hormonal treatment / surgery.

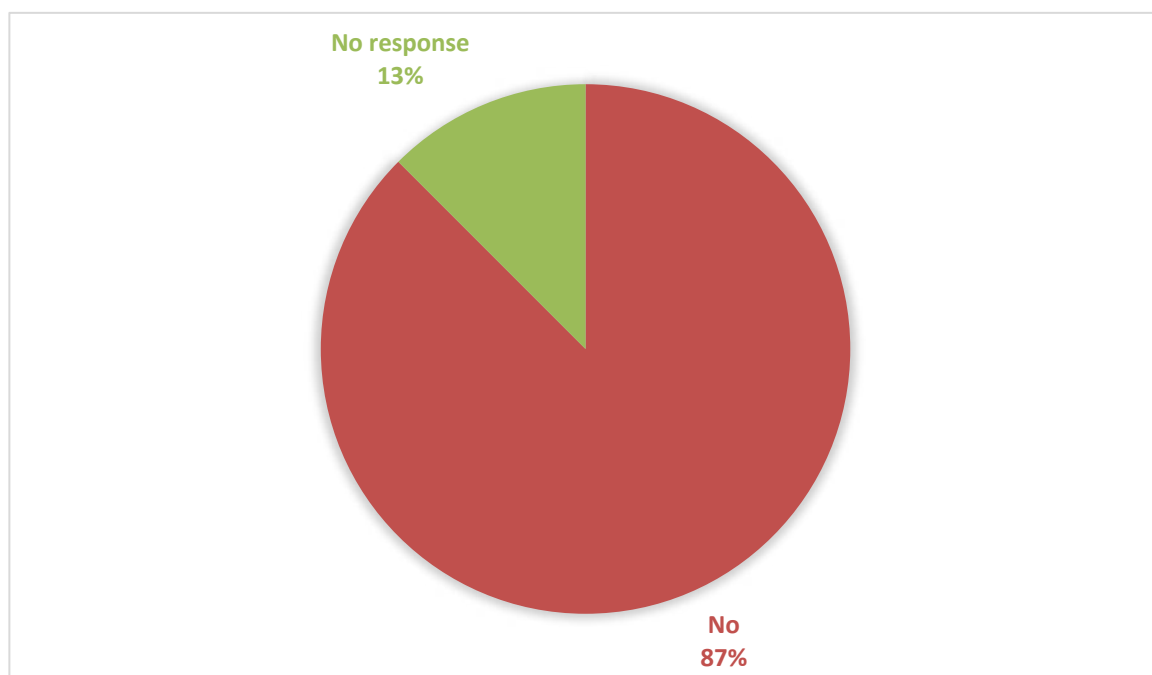
Disability

14. Survey question: *Do you consider yourself to have a disability according to the definition given in the Equality Act?*⁴

Barristers



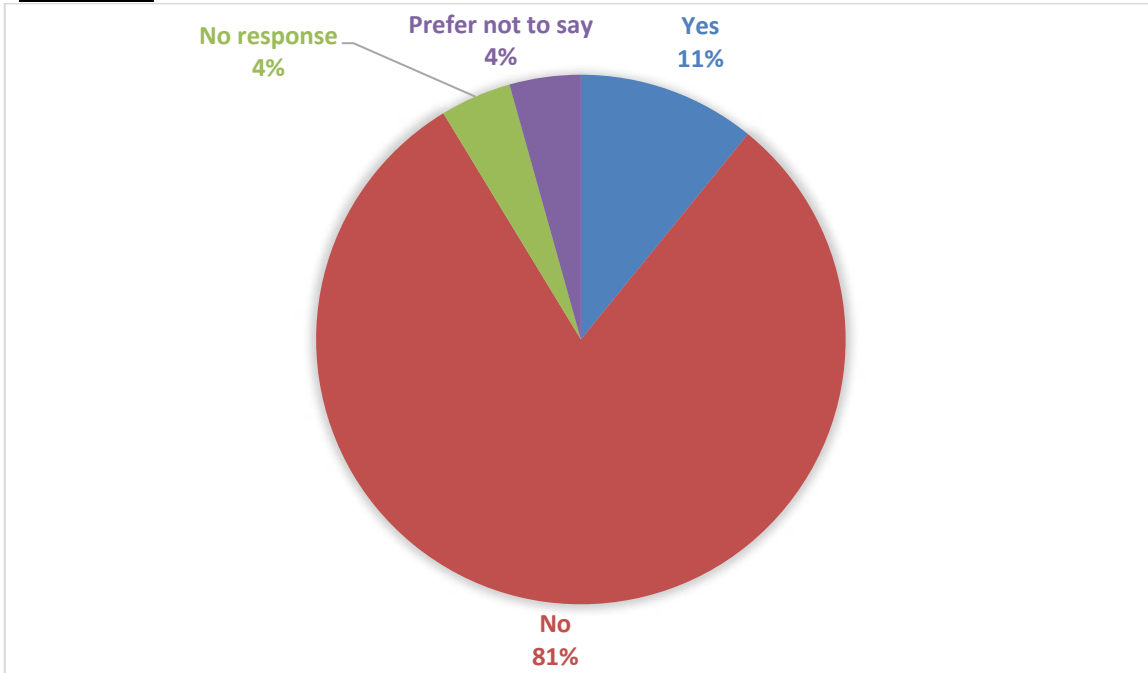
Members of staff



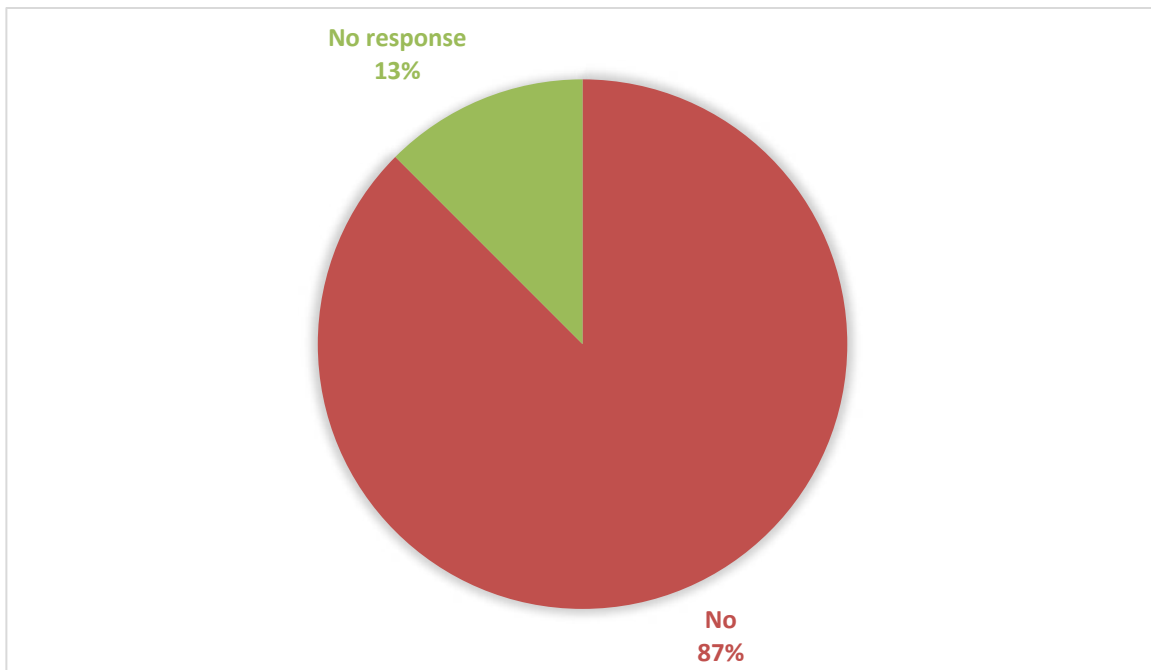
⁴ Survey recipients were provided with guidance explaining that the Equality Act 2010 generally defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities.

15. Survey question: *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?*

Barristers



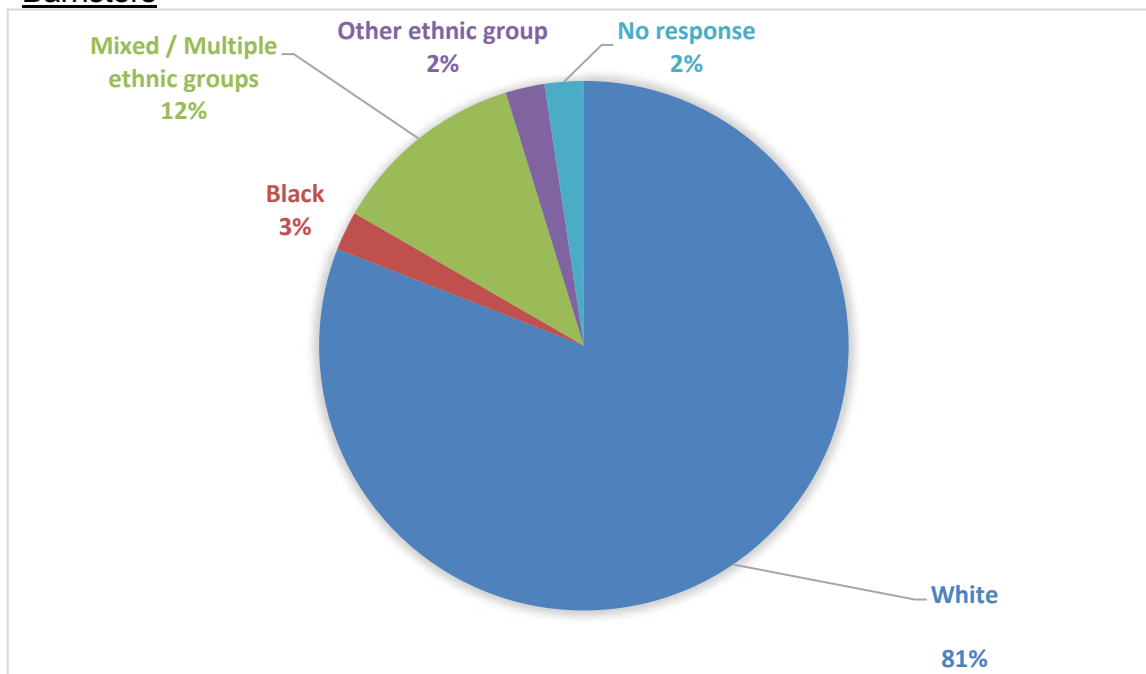
Members of staff



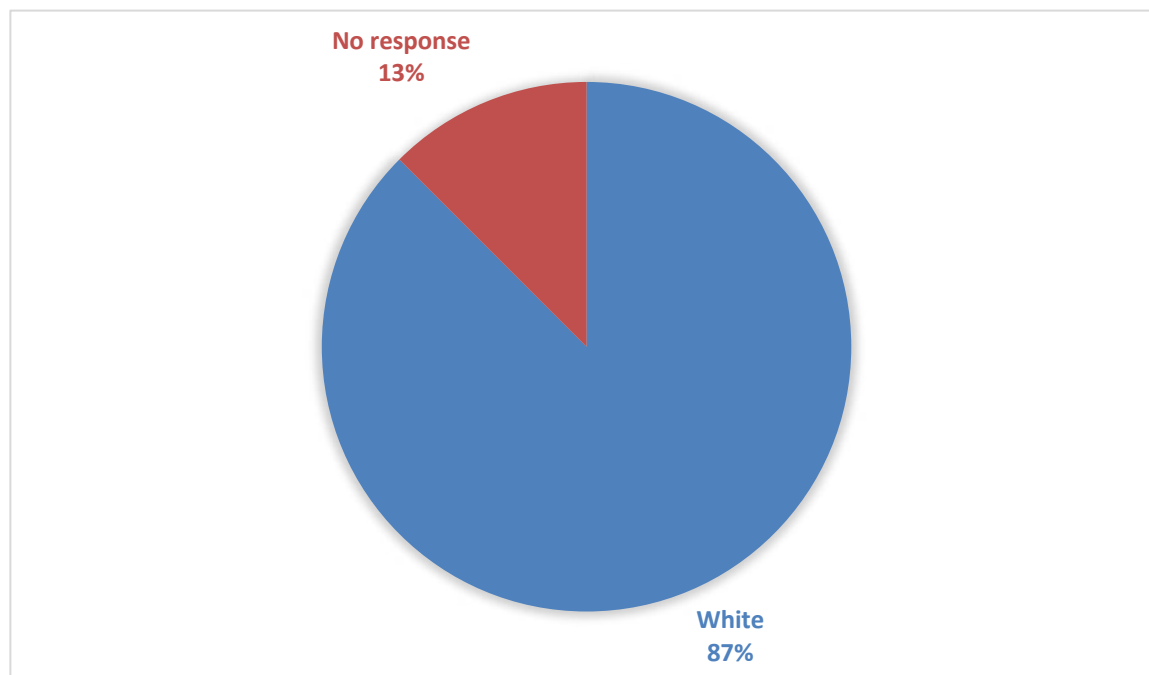
Ethnic Group

16. Survey question: *what is your ethnic group?*⁵

Barristers



Members of staff

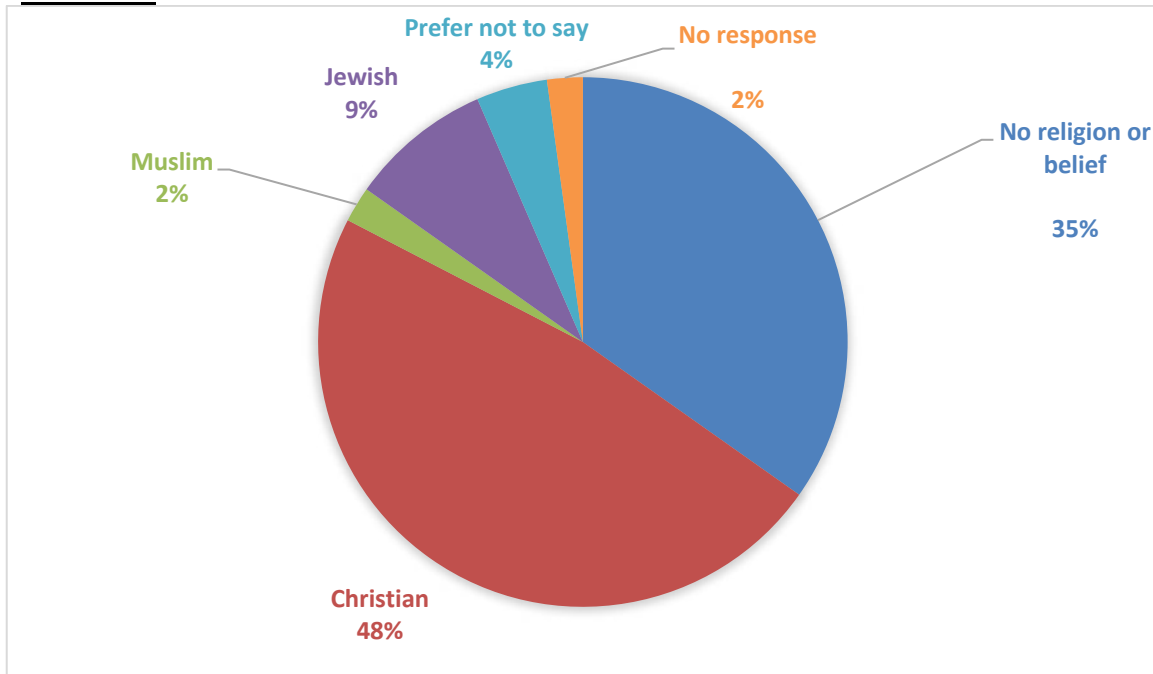


⁵ Survey recipients were provided with several pro forma categories as set out in the BSB template survey, including 'Mixed / Multiple ethnic group' and 'other ethnic group.' For every category there was the option to write in additional information and many did so. The chart reflects the pro forma categories chosen by respondents but, being a summary, does not include the detailed additional written information provided.

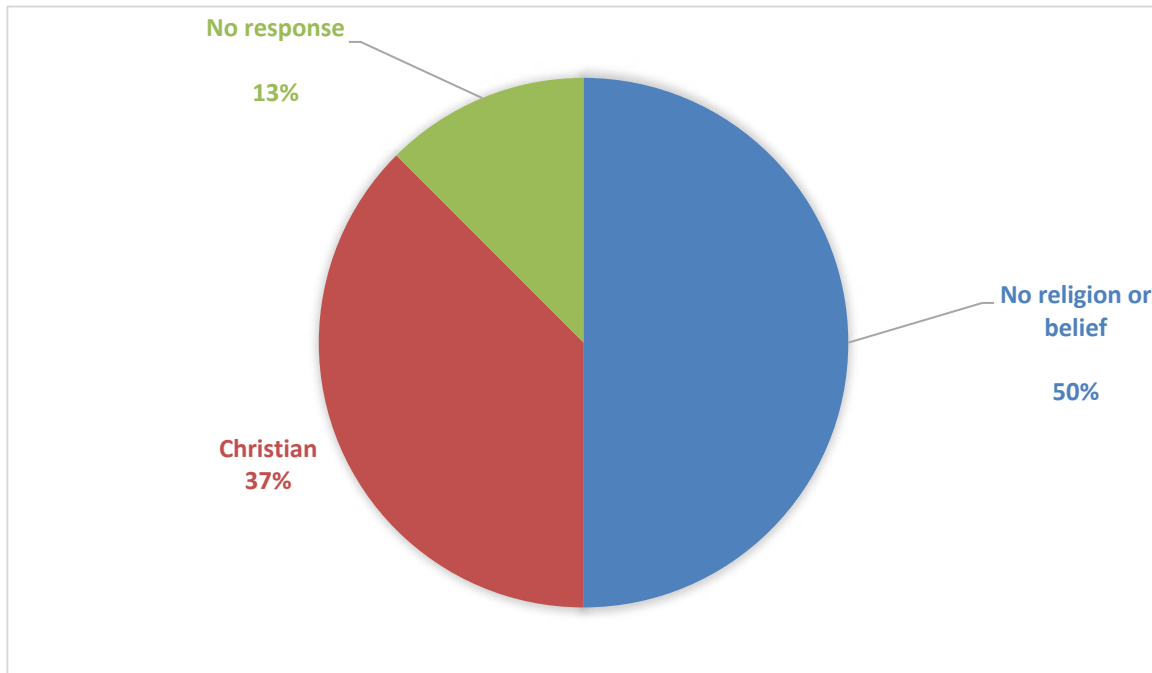
Religion or Belief

17. Survey question: *What is your religion or belief?*

Barristers



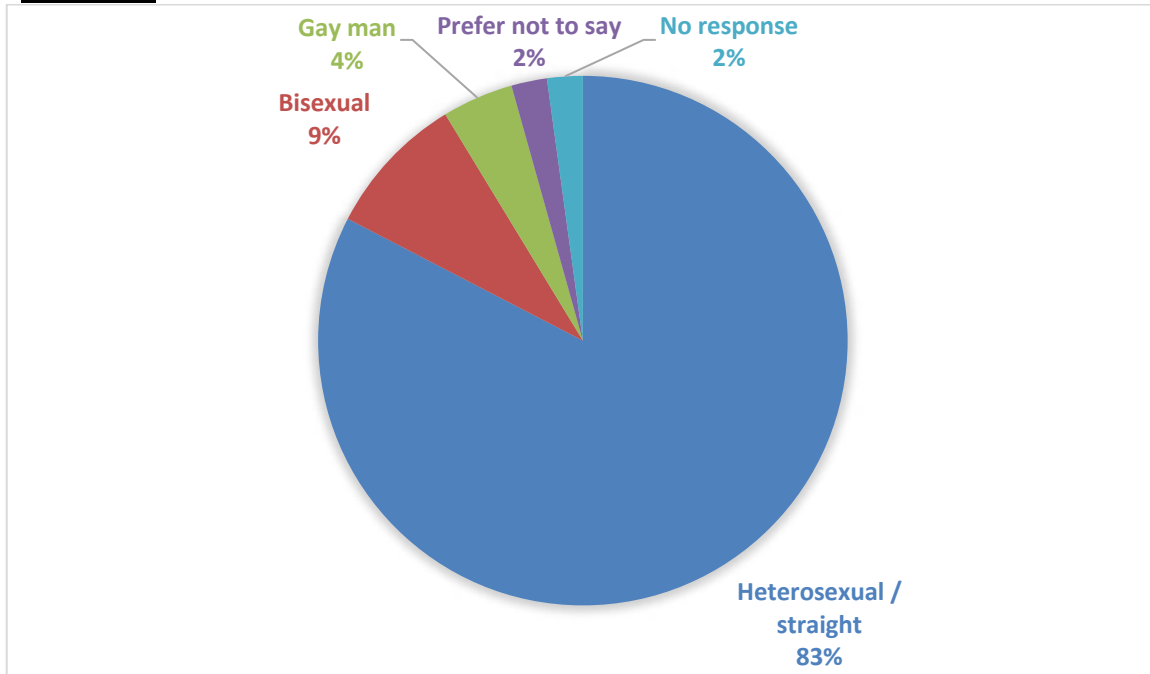
Members of staff



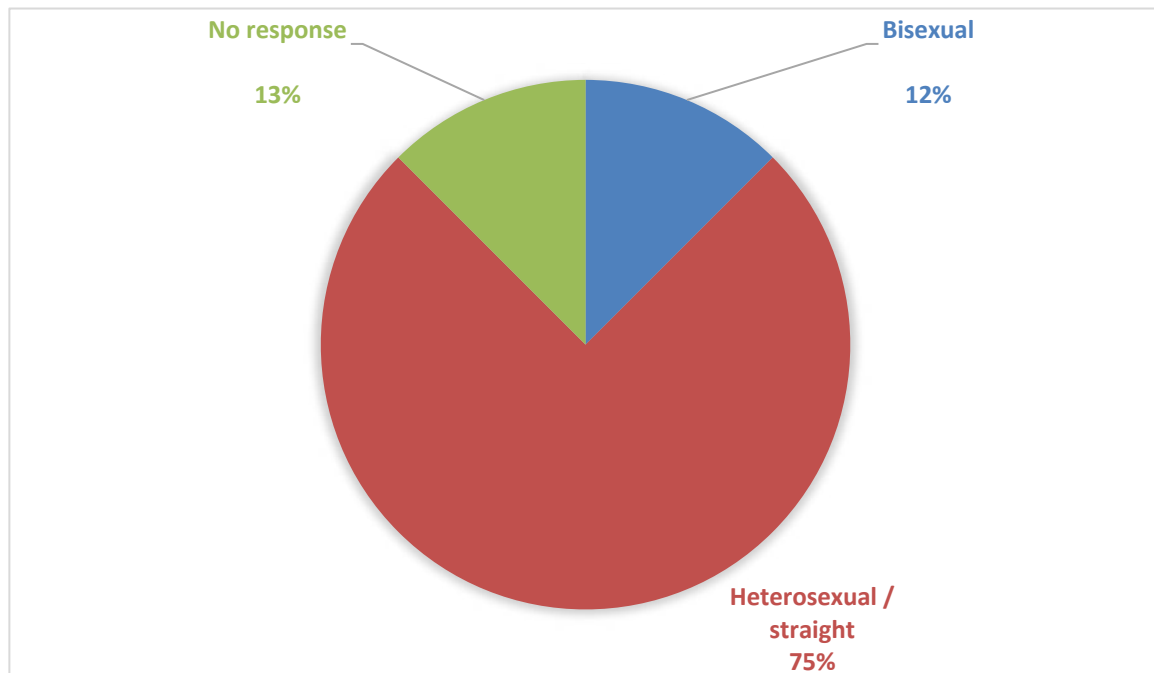
Sexual orientation

18. Survey question: *What is your sexual orientation?*

Barristers



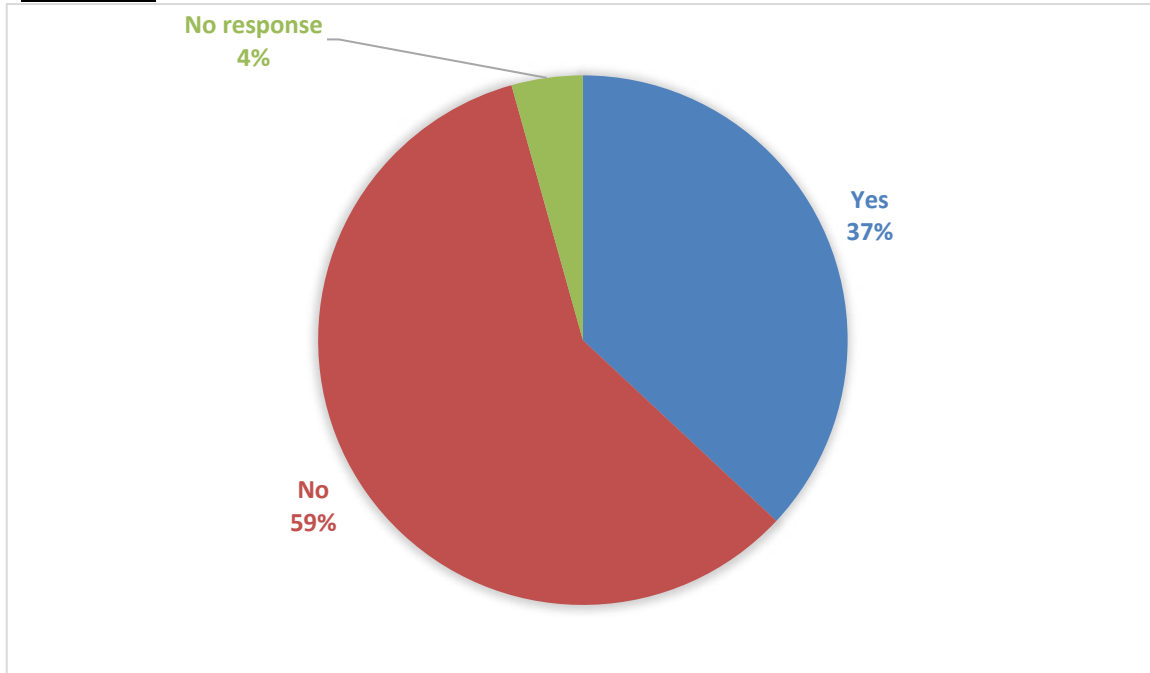
Members of staff



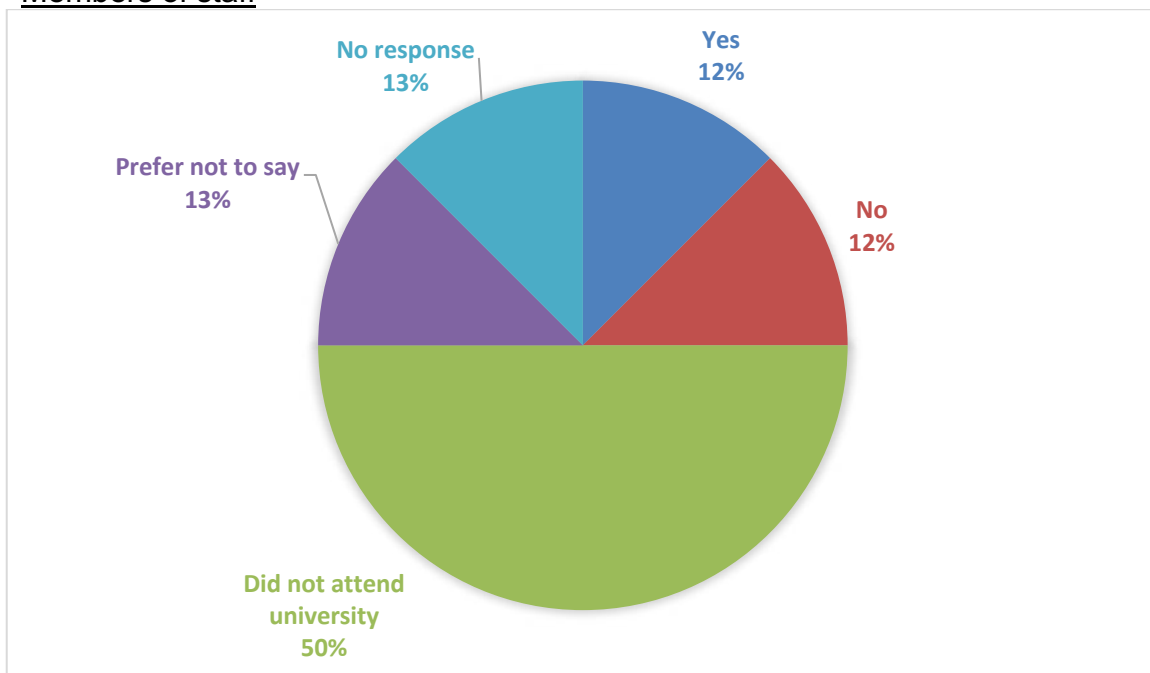
Socio-economic background

19. Survey question: *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?*

Barristers

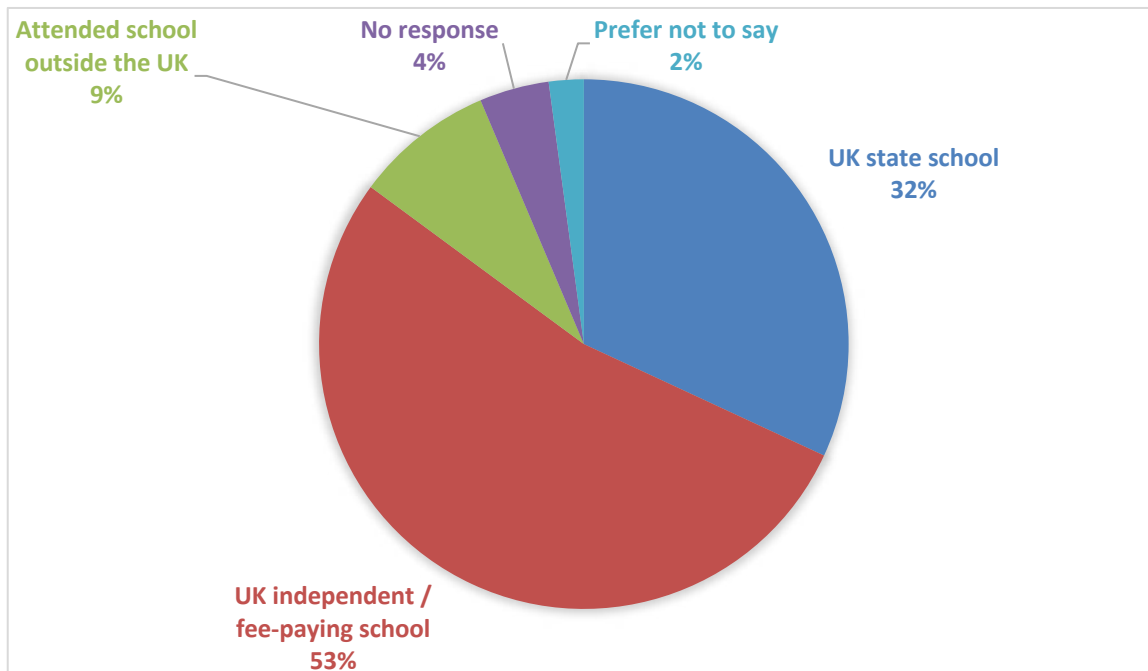


Members of staff

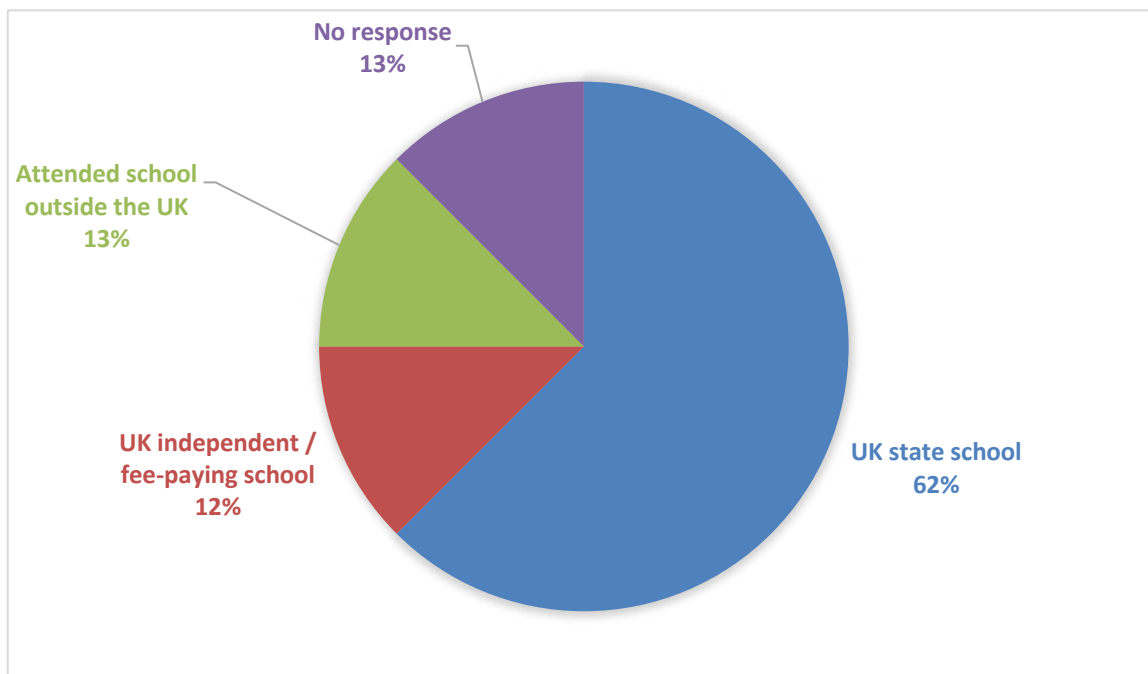


20. Survey question: *Did you mainly attend a state or fee-paying school between the ages of 11 – 18?*

Barristers



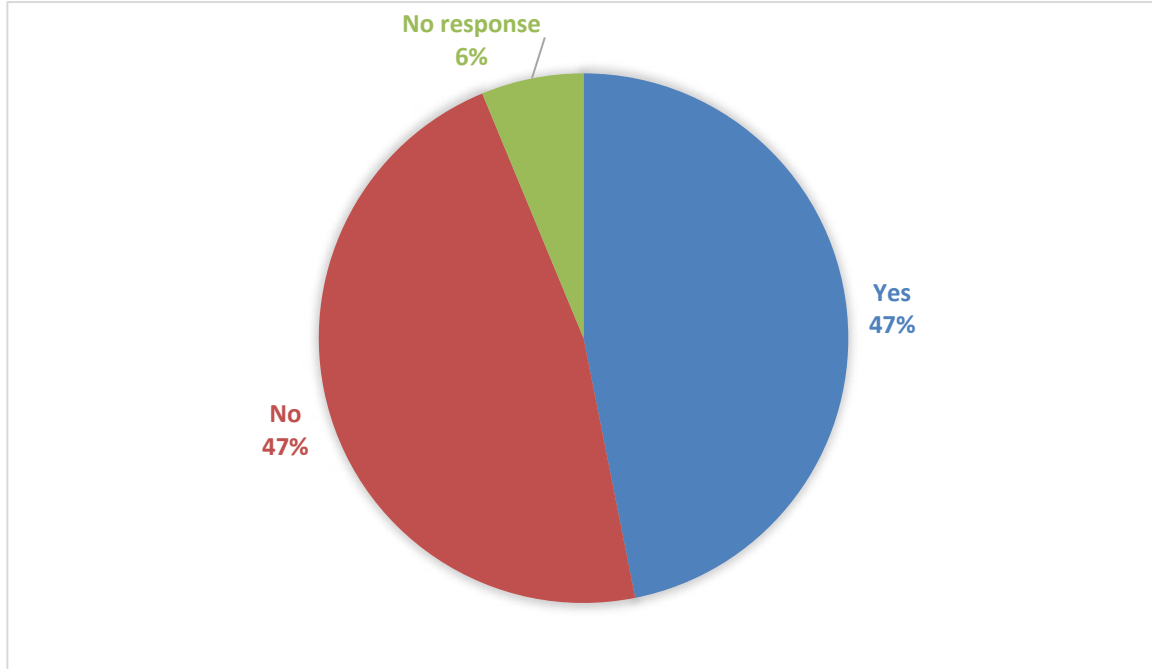
Members of staff



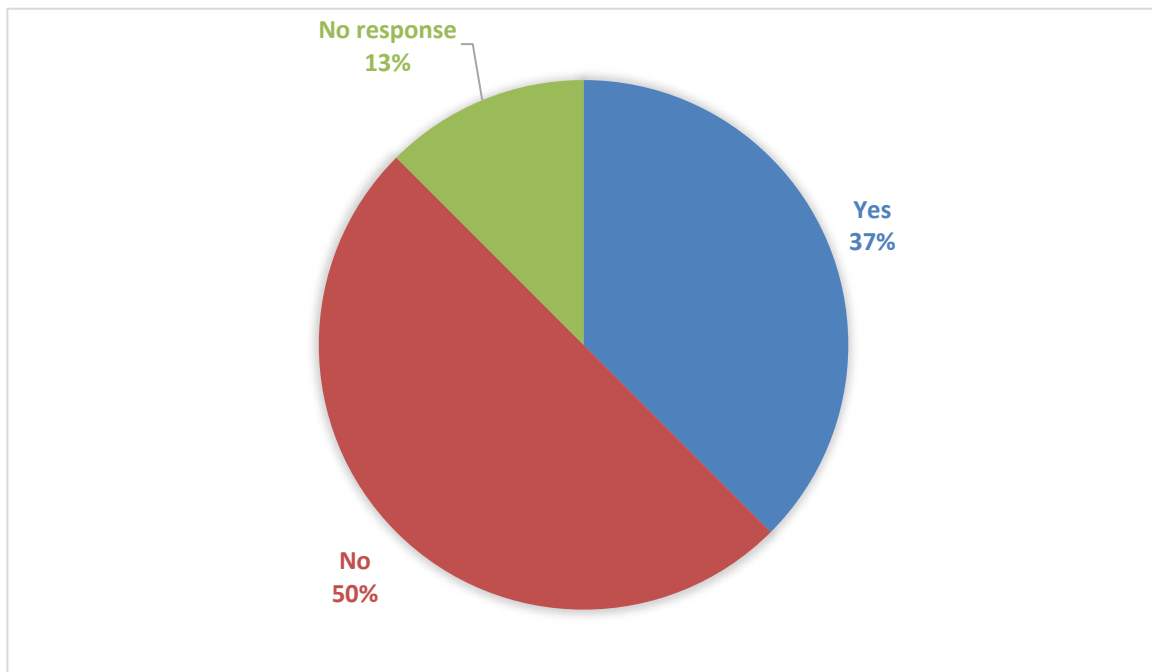
Caring responsibilities

21. Survey question: *Are you a primary carer for a child or children under 18?*

Barristers

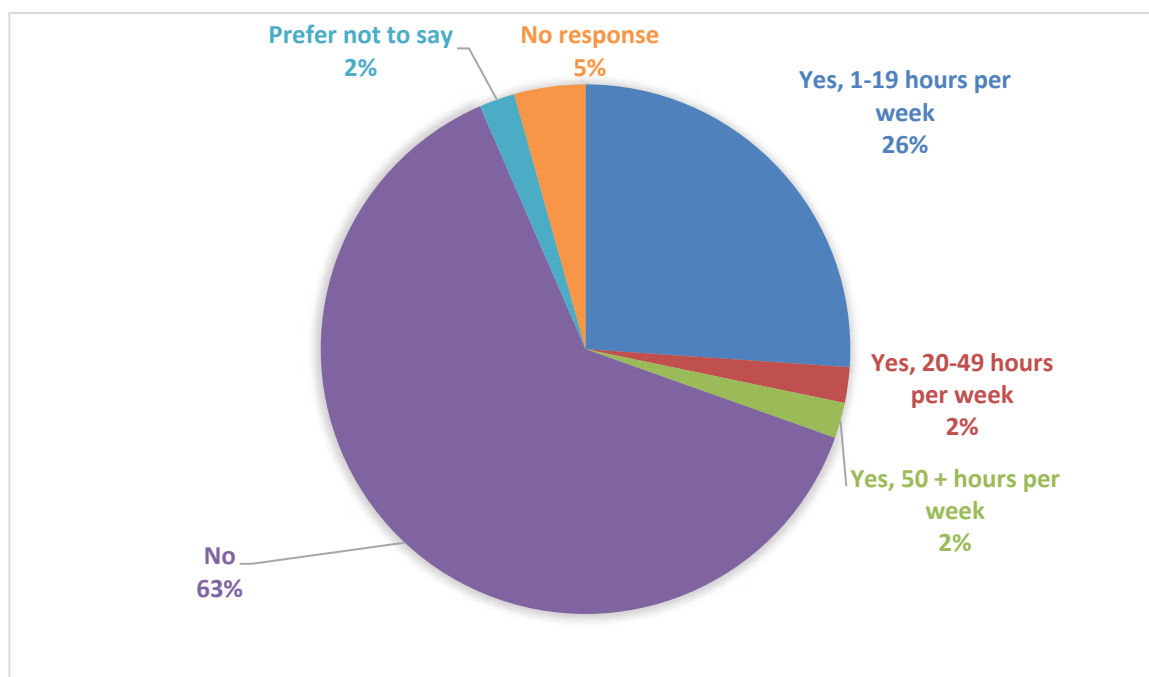


Members of staff

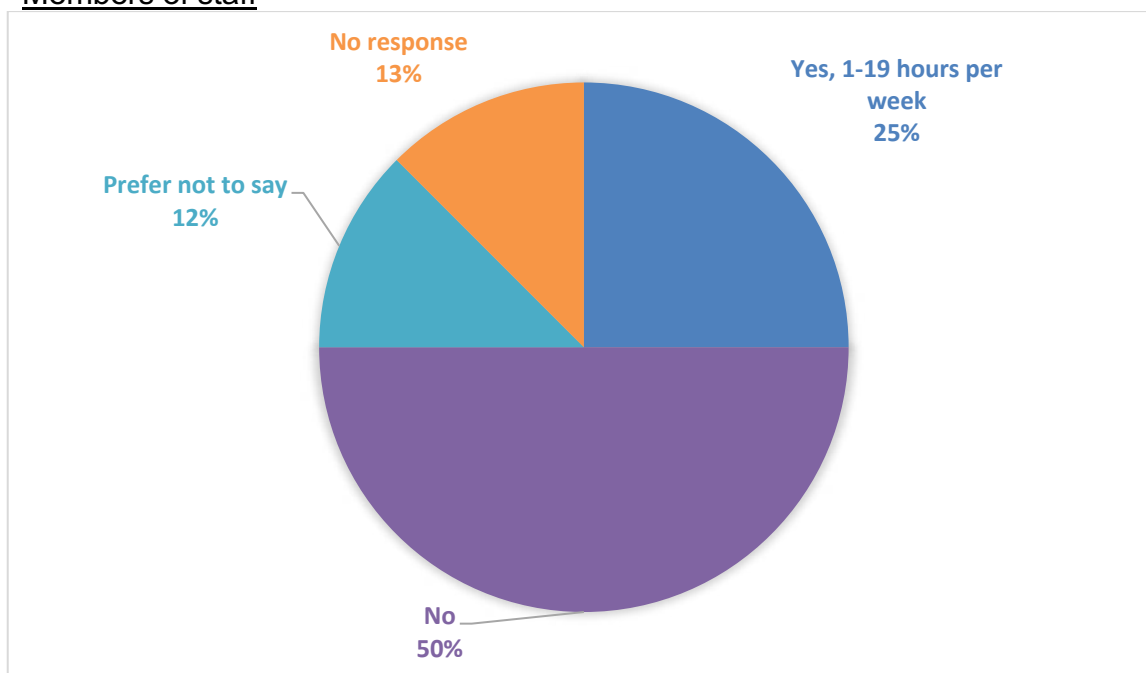


22. Survey question: *Discounting anything done as part of your paid employment, do you look after, or give any help or support to family members, friends, neighbours or others because of either: (i) Long-term physical or mental ill-health / disability; or (ii) Problems related to old age?*

Barristers



Members of staff



23. This report is published in accordance with the BSB Equality Rules.
24. The data set out above was collected in accordance with Chambers' Diversity Data Policy and with the principles of consent as set out above. Anyone wishing to withdraw their consent may do so at any time by writing to the 5 Essex Chambers Data Diversity Officer.

Emma Price (Equality and Diversity Officer)

Jennifer Wright (Diversity Data Officer)

November 2023