



Diversity Data 2021

This diversity data has been collated in accordance with the BSB Handbook, Rules C110-112 on Equality and Diversity. In total, 38 members of Chambers, staff and pupils were sent the survey to complete, and, of those, 13 returned completed surveys. The numbers provided below in respect of particular questions will not always add up to the total number of responses, as not all individuals will necessarily have chosen to answer every question.

In accordance with rC110(s), the below published summary of anonymised data excludes diversity data in relation to any characteristic where there is a real risk that individuals could be identified. The priority in presenting the data has been to ensure that individuals cannot be identified on the basis of the diversity data they have volunteered.

Any questions relating to these data may be addressed to the Data Diversity Office at pmorrison@erskinechambers.com

A. Presentation of Data

Due to the small sample size of returned surveys, and the generally small size of Chambers, Chambers' Diversity Data Officer considered that a granular breakdown of each diversity statistic in a manner which reflects categories of seniority between barrister and non-barrister members posed a real and significant risk of identification of individuals. In those circumstances, a single unitary figure is presented to avoid the risk of identification which would otherwise follow.

Further, Chambers' Diversity Data Officer considered that, given the small sample size, particular care needed to be taken around the publication of data relating to sexual orientation and religion or belief due to the risk of identification of individuals. This was particularly so in circumstances where not all individuals surveyed consented to the publication of their diversity data in circumstances where there were fewer than ten individuals with any particular characteristic within any particular category. Accordingly, such data has not been included in the anonymised results of the survey. What can be said in general terms, to avoid the risk of identification, is that members of Chambers are of varying religious beliefs and sexualities.

B. Roles within Chambers

Participants were asked about their role within Chambers.

| Roles within Chambers | |
|---|---------------|
| Barrister QC | 3 |
| Barrister Member | Fewer than 10 |
| Barrister Pupil | 1 |
| Staff (including managerial roles, and roles supporting a fee earner) | 3 |

Participants were then asked whether they held a share in the ownership of Chambers:

| Share in the ownership of Chambers | |
|---|----|
| Yes | 2 |
| No | 11 |
| Prefer not to say | 0 |

Participants were also asked whether they had responsibility for supervising or managing the work of lawyers or other employees:

| Responsibility for supervising or managing the work of barristers or other employees | |
|---|---------------|
| Yes | 6 |
| No | Fewer than 10 |
| Prefer not to say | 0 |

C. Current Age

Participants were asked to indicate their current age in years from the brackets below:

| Current Age | |
|--------------------|---------------|
| 16 – 24 | 0 |
| 25 – 34 | Fewer than 10 |
| 35 – 44 | 3 |
| 45 – 54 | 4 |
| 55 – 64 | 2 |
| 65+ | 0 |
| Prefer not to say | 0 |

D. Gender

Participants were asked to identify their gender:

| Gender | |
|-------------------|----|
| Male | 12 |
| Female | 1 |
| Prefer not to say | 0 |

Survey participants were asked: “*is your gender identity the same as the sex that you were assigned at birth?*” The responses were as follows:

| Gender Identity the same as the sex assigned at birth | |
|--|----|
| Yes | 13 |
| No | 0 |
| Prefer not to say | 0 |

E. Disability

Participants were asked whether they consider themselves to have a disability according to the definition in the Equality Act 2010:

| Disability under the Equality Act 2010 | |
|---|----|
| Yes | 0 |
| No | 13 |
| Prefer not to say | 0 |

Participants were asked whether their day-to-day activities were limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months:

| Day-to-day activities limited because of health problem or disability which has lasted, or is expected to last, at least 12 months | |
|---|----|
| Yes, limited a lot | 0 |
| Yes, limited a little | 0 |
| No | 13 |

F. Ethnicity

Participants were asked to identify their ethnic group:

| Ethnicity | |
|---|---------------|
| White – British / English / Northern Irish / Scottish | 11 |
| White - Irish | Fewer than 10 |
| White – Any other background | 1 |

G. Education

Participants were asked whether, if they went to University, they were part of the first generation of their family to do so:

| First generation of family to go to university? | |
|--|---------------|
| Yes | Fewer than 10 |
| No | Fewer than 10 |
| I did not attend university | 3 |

Participants were asked whether they mainly attended a state or fee-paying school between the ages of 11 and 18:

| Education | |
|------------------------------------|---------------|
| UK State School | Fewer than 10 |
| UK Independent / Fee Paying School | 7 |

H. Care for others

Participants were asked whether they were the primary carer for a child or children under 18:

| Primary carer for child / children under 18? | |
|---|---------------|
| Yes | 4 |
| No | Fewer than 10 |

Participants were asked whether they 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:

| Provide assistance for others? | |
|---------------------------------------|----|
| No | 11 |
| Yes, 1-19 hours per week | 2 |