

## Equality and Diversity Data - 2016

### Introduction

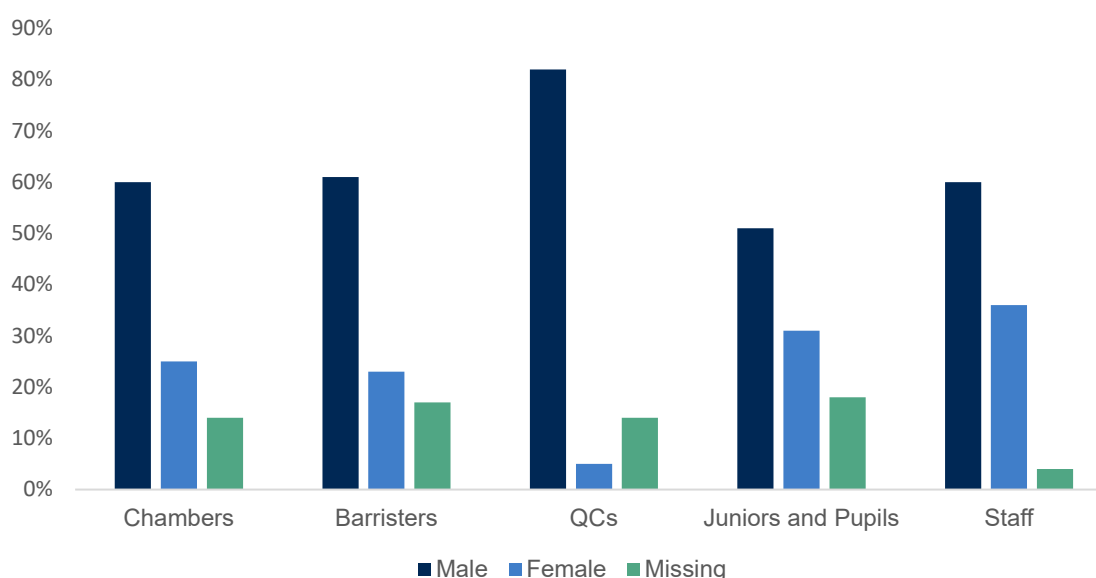
Diversity data in respect of Chambers was collected in February/March 2016. The data was collected in accordance with the requirements of the Bar Standards Board (BSB), as set out within the Equality and Diversity rules of BSB Handbook. The information is set out below.

Throughout the report, the term 'Missing' represents non-responses, individuals who completed the Diversity Data Questionnaire (DDQ) but who did not consent to the use of their data, or the selection of 'prefer not to say' in a response in respect of the group/characteristic being summarised.

There are **96** barrister members and staff at Twenty Essex, of whom **71** are barristers and pupils and **25** are staff. Of the barrister members, **22** are Queen's Counsel (QCs), **44** are junior barristers and **5** are pupils. We do not include full-time arbitrator members of Chambers within the survey.

We do not include data on sexual orientation and religion or belief since a number of members/staff did not consent to such information being published. Moreover, a number of individuals responding to the DDQ did not consent to the use of their data where the number of individuals identified within their particular characteristic/category was fewer than 10. As a result, we are also unable to publish data in relation to age and ethnicity.

### What is your gender?



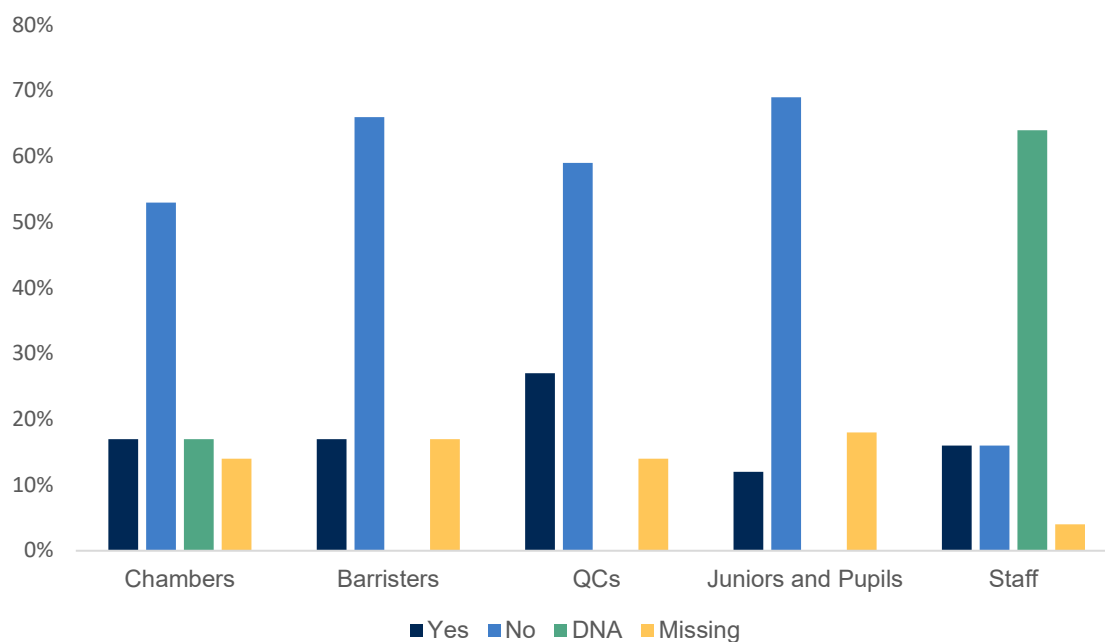
**Do you consider yourself to have a disability according to the definition in the Equality Act?**

Disability	Yes	No	Missing
Chambers	2%	83%	15%
Barristers	3%	79%	18%
QCs	5%	82%	14%
Juniors and Pupils	2%	78%	20%
Staff	0%	96%	4%

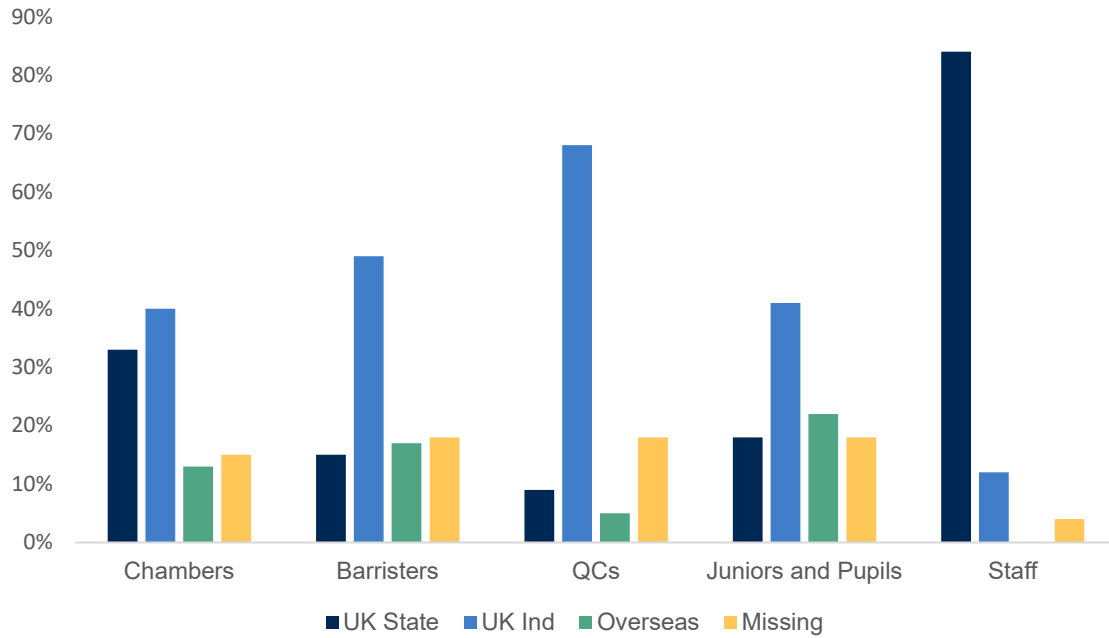
**Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?**

Disability Extent	Lot	Little	None	Missing
Chambers	0%	4%	76%	20%
Barristers	0%	3%	72%	25%
QCs	0%	5%	82%	14%
Juniors and Pupils	0%	2%	67%	31%
Staff	0%	8%	88%	4%

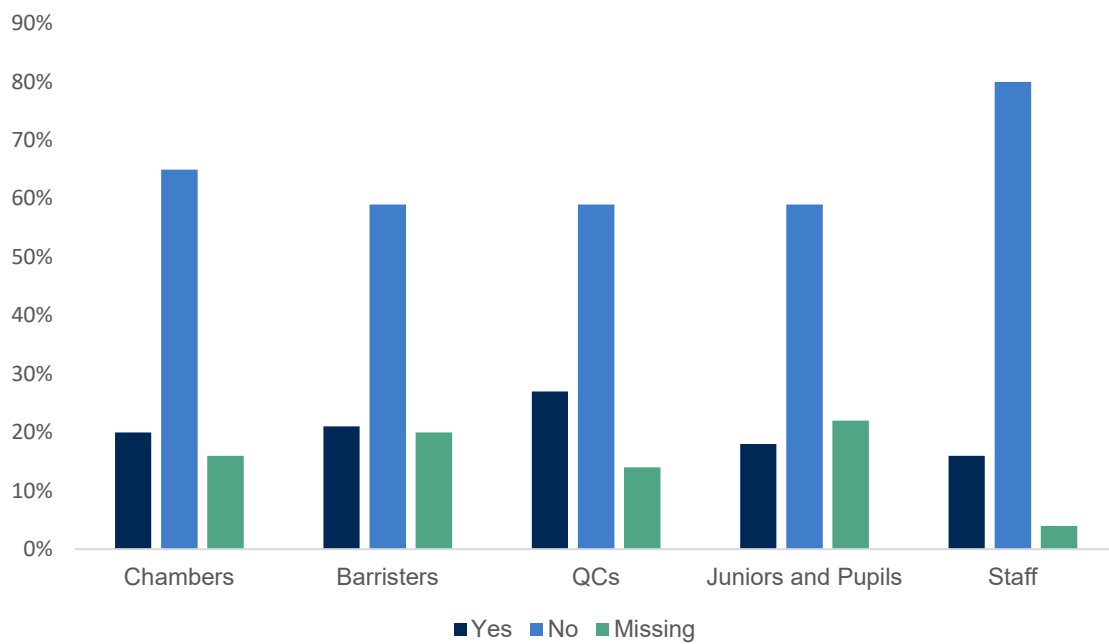
**If you went to University (to study a BA, BSc course or higher), were you part of the first generation of your family to do so?**



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



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



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

- Long-term physical or mental ill-health/disability
- Problems related to old age?

<b>Caring Commitment</b>	<b>No</b>	<b>1-19hrs</b>	<b>20-49hrs</b>	<b>50 plus</b>	<b>Missing</b>
Chambers	76%	4%	0%	0%	20%
Barristers	70%	4%	0%	0%	25%
QCs	77%	9%	0%	0%	14%
Juniors and Pupils	67%	2%	0%	0%	31%
Staff	92%	4%	0%	0%	4%