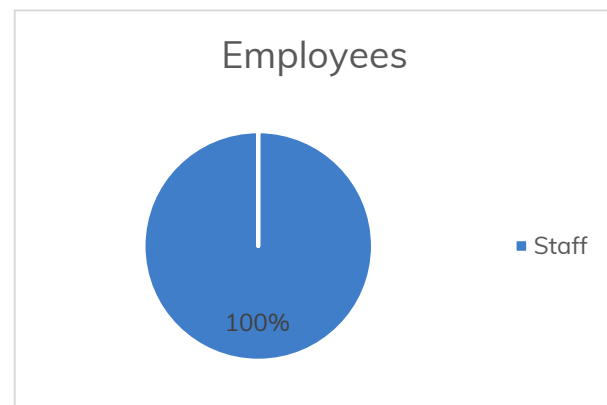
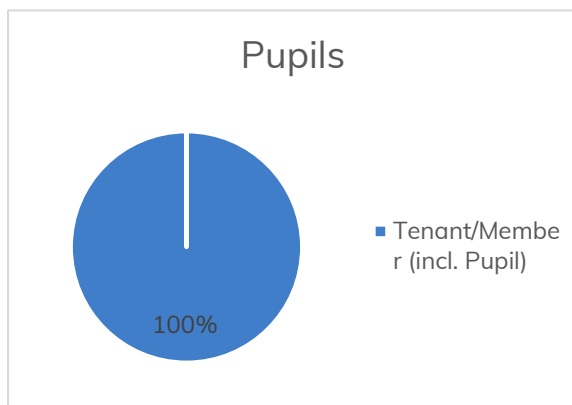
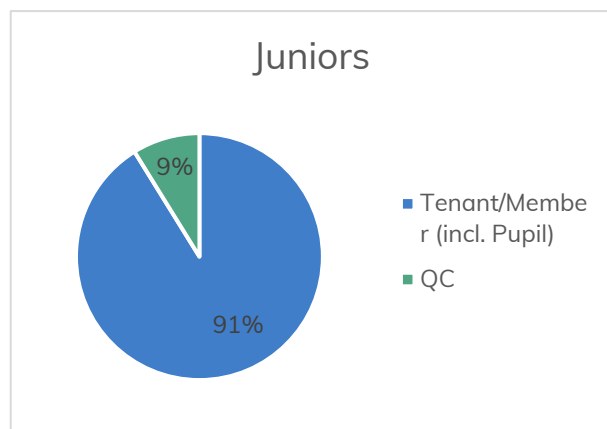
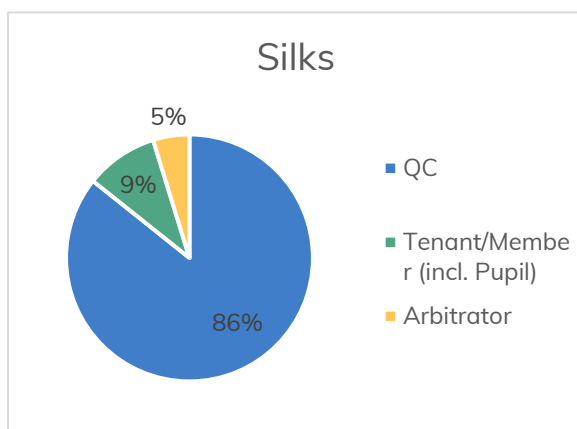


Chambers Diversity Data Survey 2020

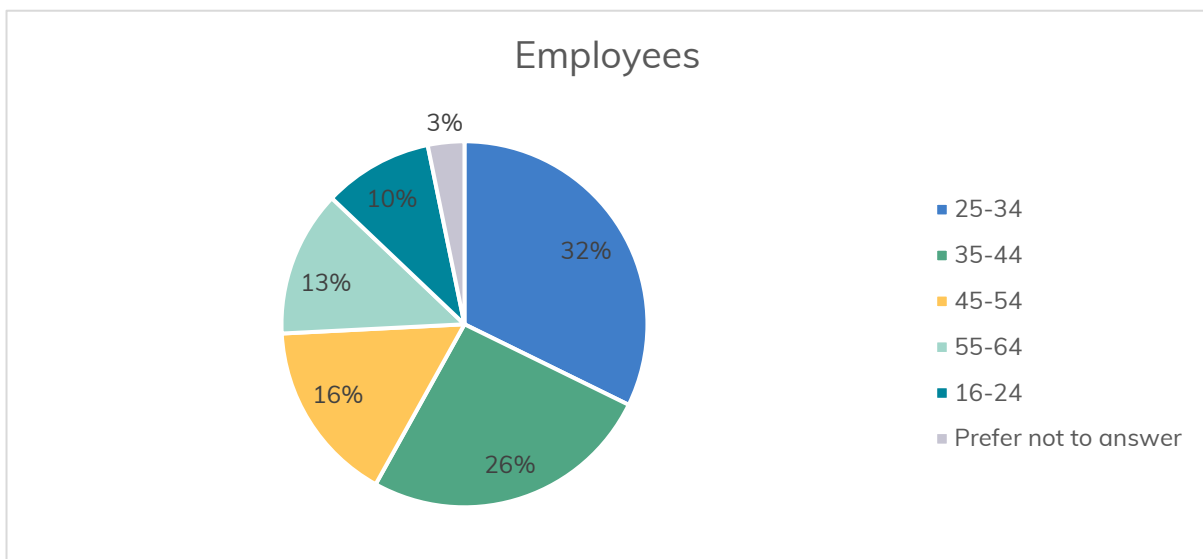
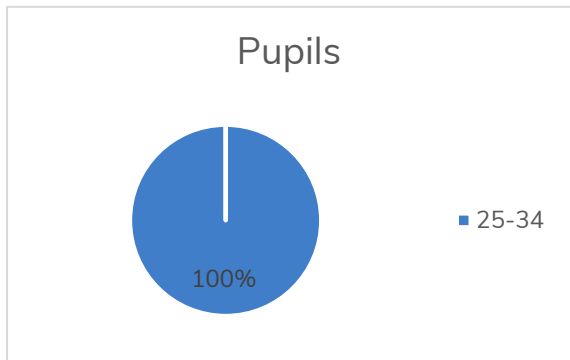
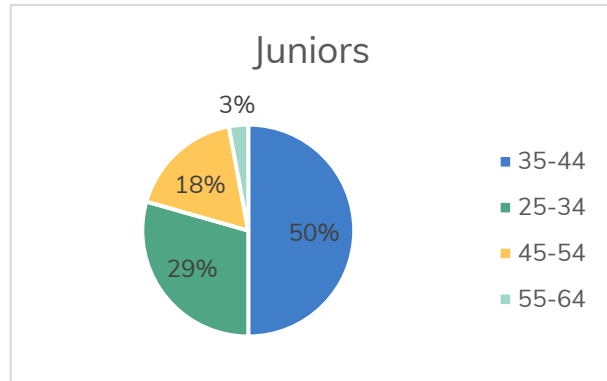
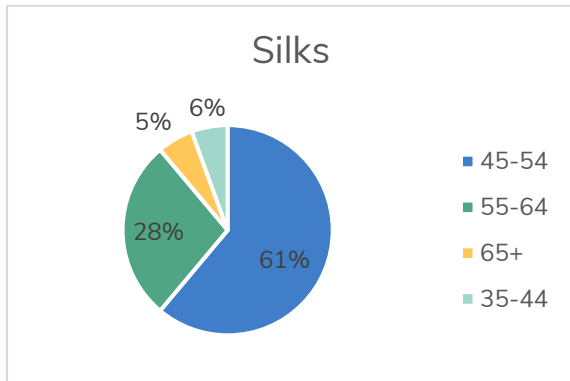
Diversity data in respect of Chambers was collected in December 2020. The data was collected in accordance with the requirements of the Bar Standards Board (BSB), as set out within the Equality and Diversity rules of BSB Handbook. The information is set out below. There are 132 members and staff at Twenty Essex, of whom 102 are members and pupils and 30 are employees. Of the barrister members, 28 are Queen's Counsel (QCs), 53 are junior barristers and 4 are pupils. There are 17 full time arbitrators. A number of individuals responding to the Diversity Data Questionnaire did not consent to the use of their data where the number of individuals identified within their particular characteristic/category was fewer than ten. Therefore, we have not published these specific charts. The remainder of the charts are given below, breaking down the respondents to the survey by category (everyone, silks, MOCS, juniors, pupils and employees). We are not able to report on arbitrators due to some not consenting for data publication when categories contained fewer than ten individuals.

Survey results that can be published under the consent given by respondents.

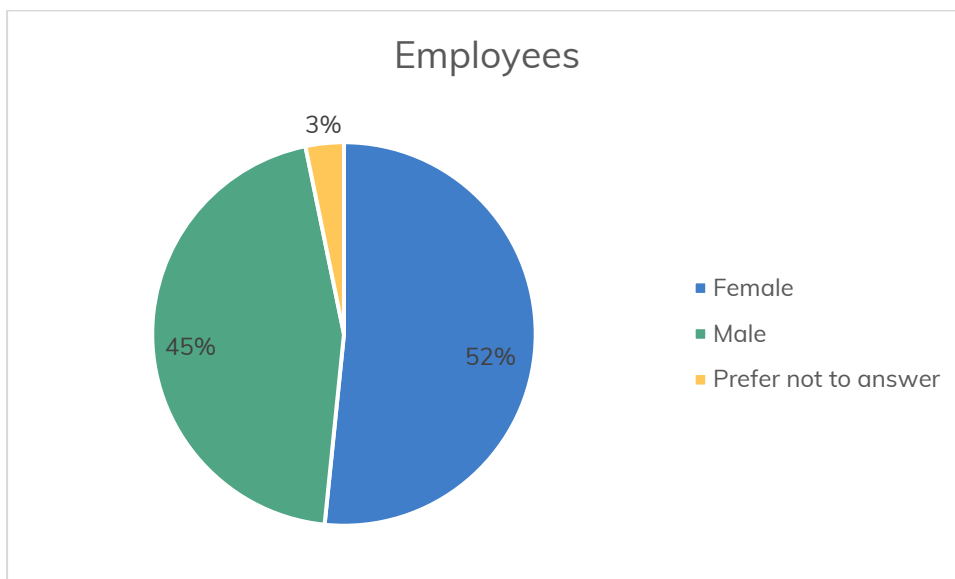
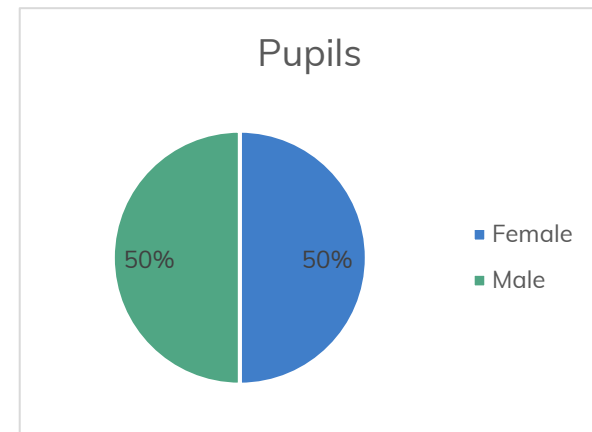
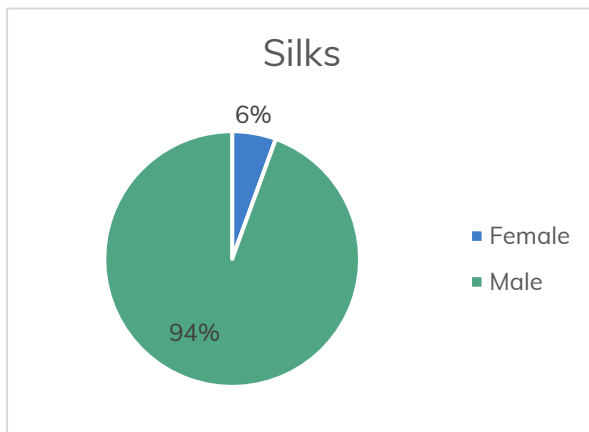
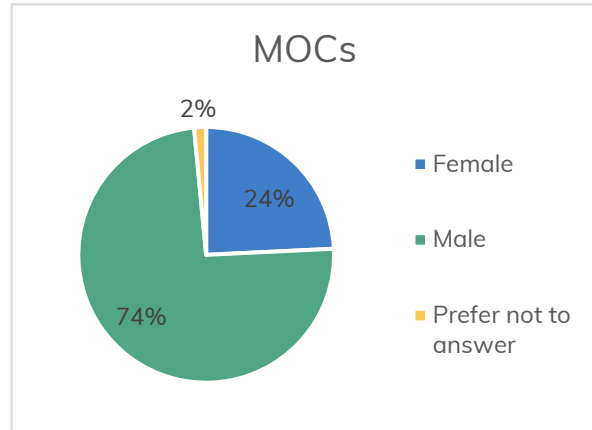
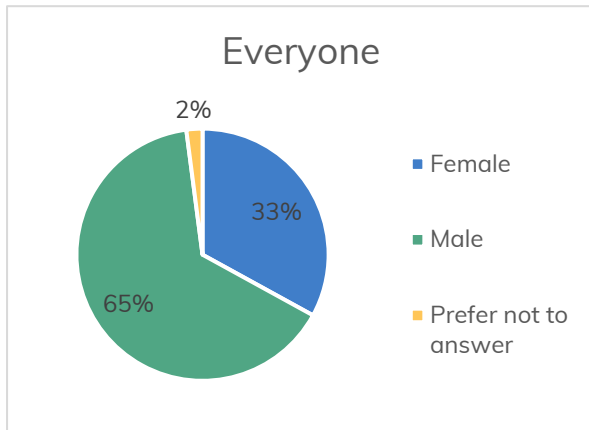
1. About: If you are an authorised person for the purposes of the Legal Services Act 2007 (i.e. you hold a practising certificate issued by one of the approved regulators), please indicate your professional qualification(s) and role (tick all that apply if you are dual qualified and have a current practising certificate from more than one approved regulator). If you do not fall into any of the categories listed above, please indicate which of the options from C-G best fits your role:



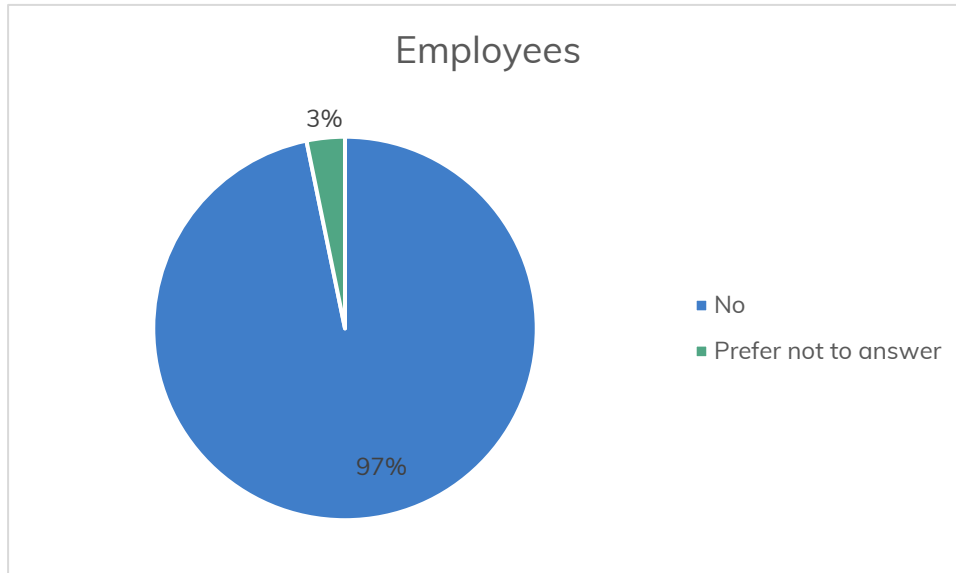
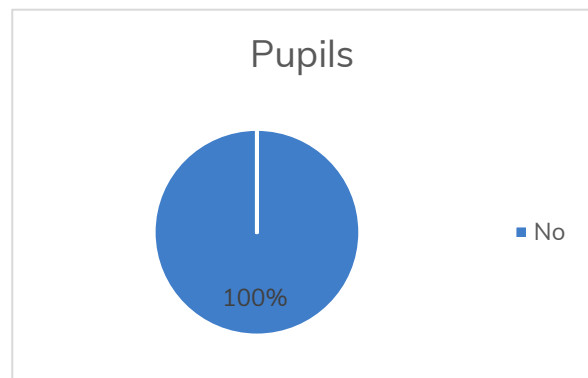
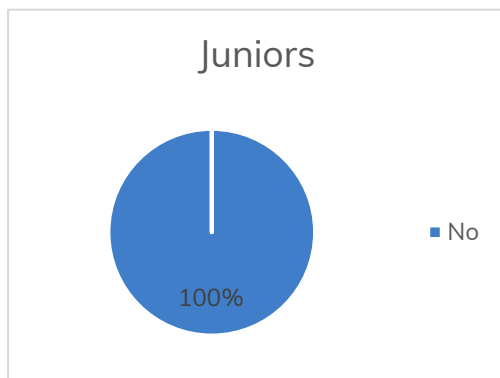
2. From the list of age bands below, please indicate the category that includes your current age in years:



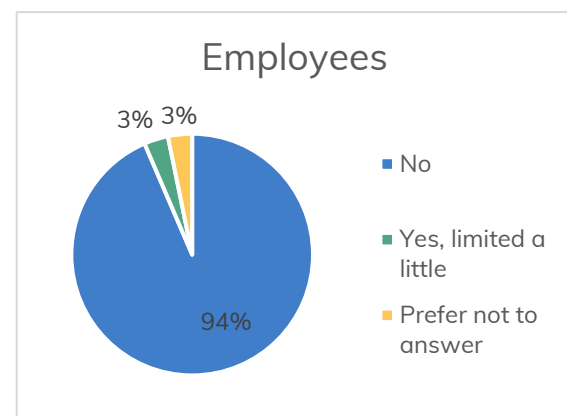
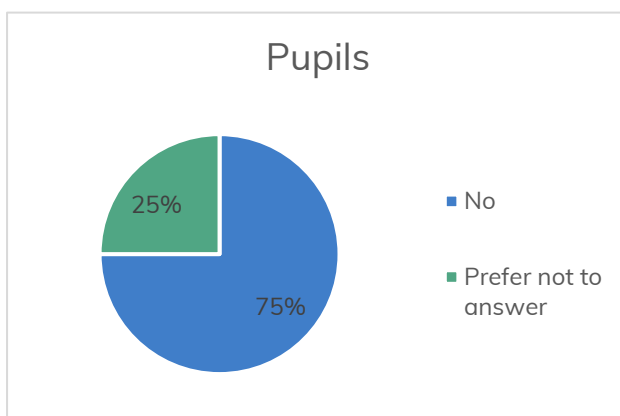
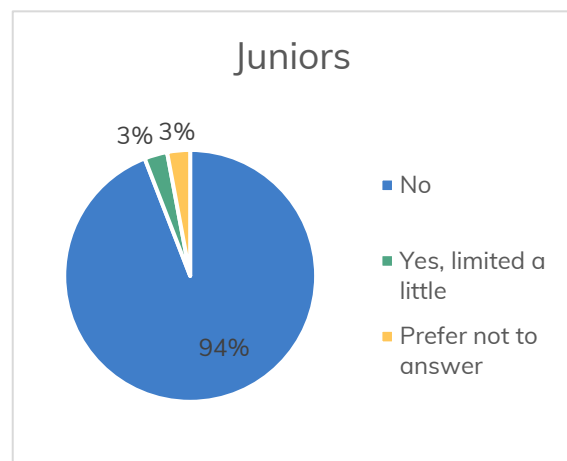
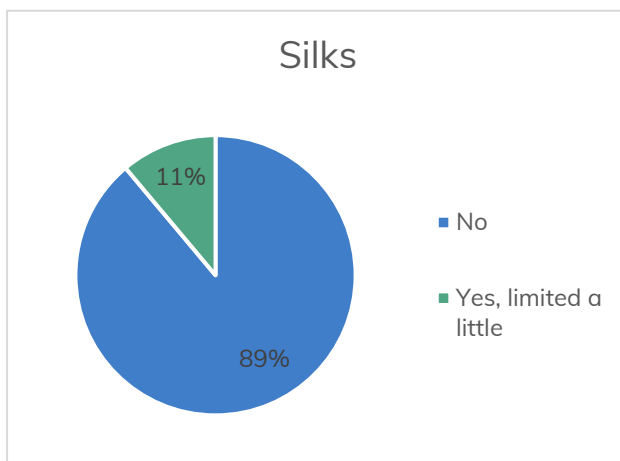
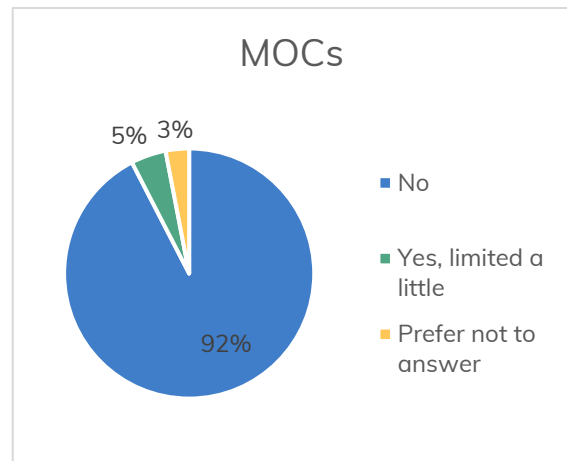
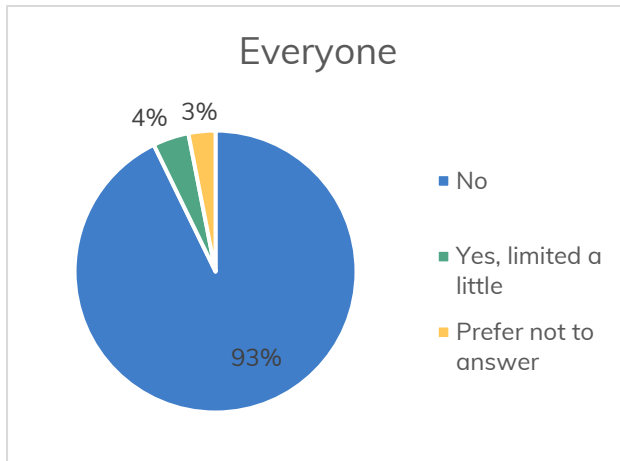
3. To which gender to do you most identify?



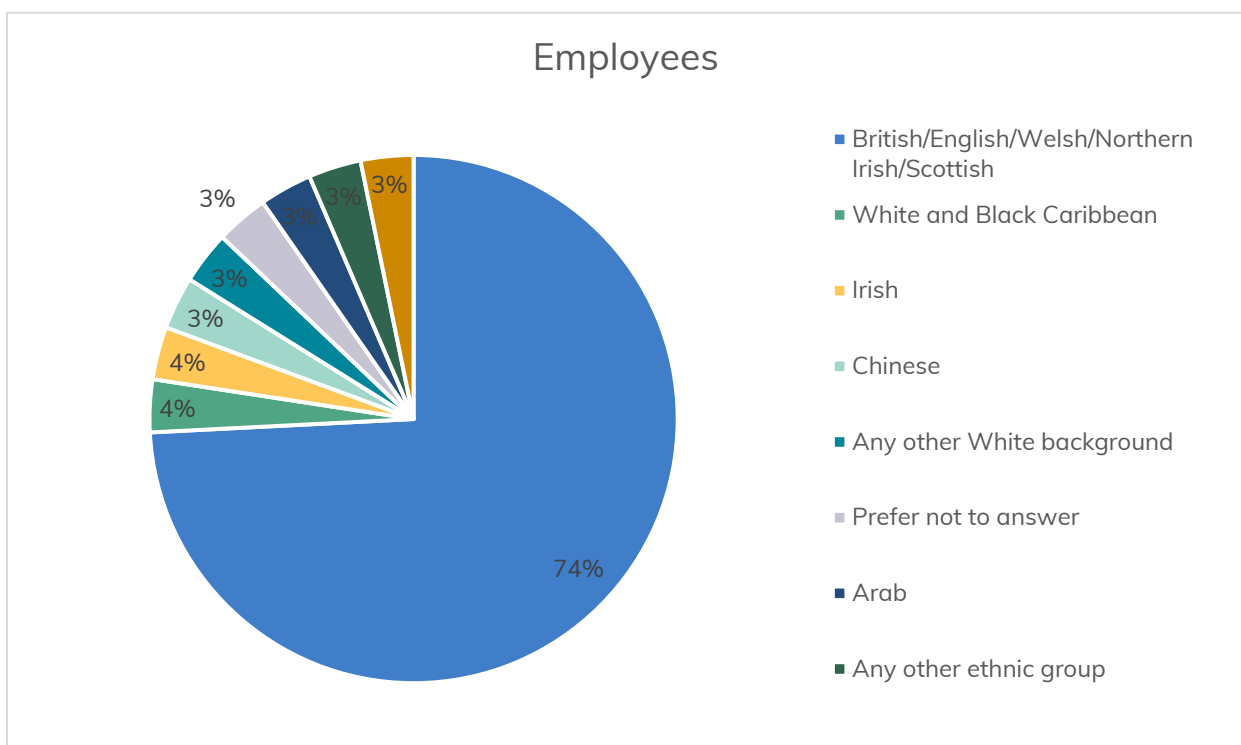
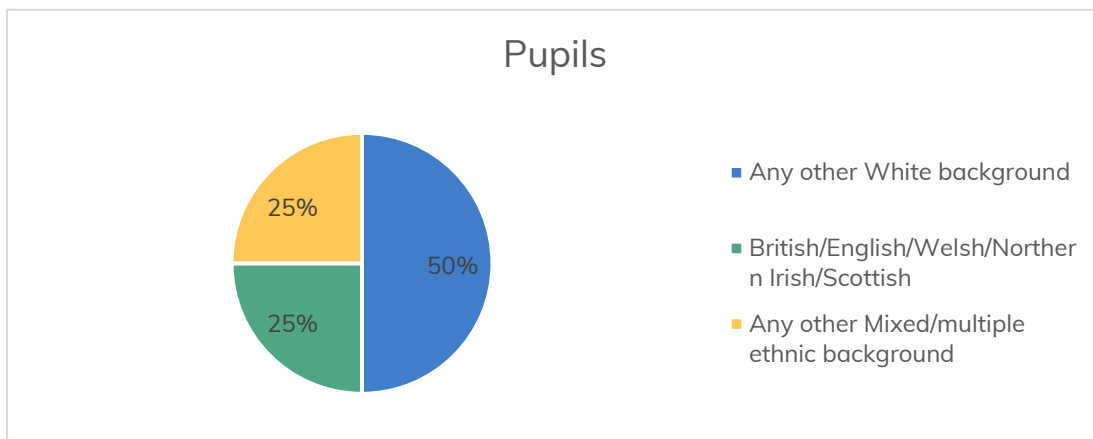
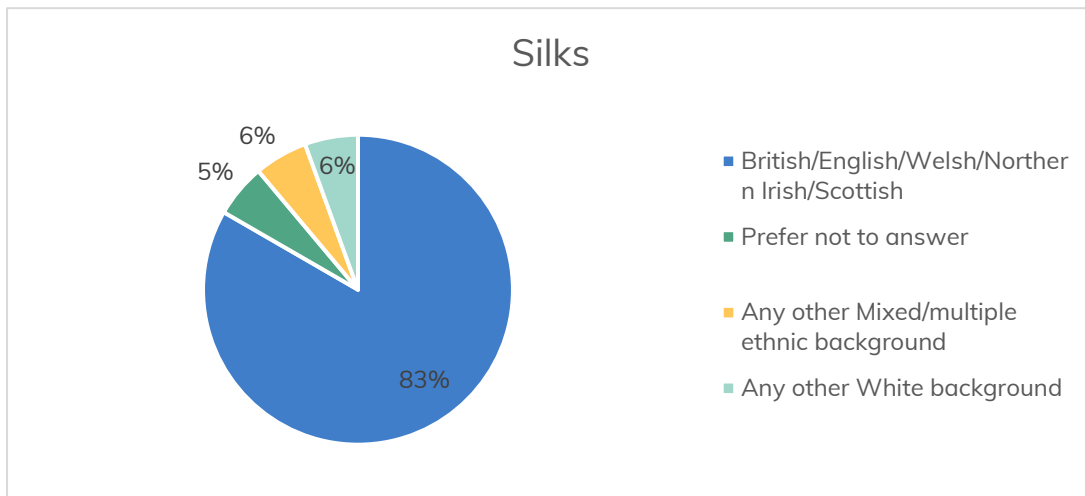
4. The Equality Act 2010 generally defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities. Do you consider yourself to have a disability according to the definition in the Equality Act?



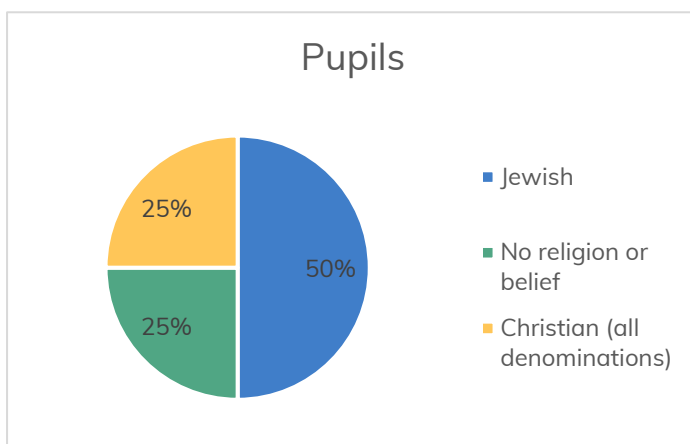
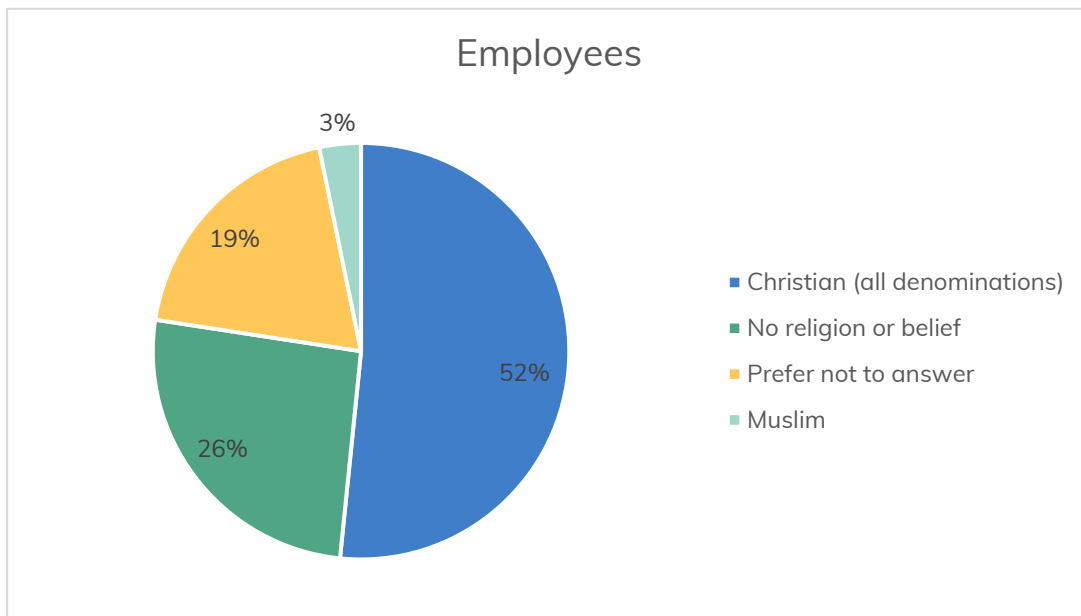
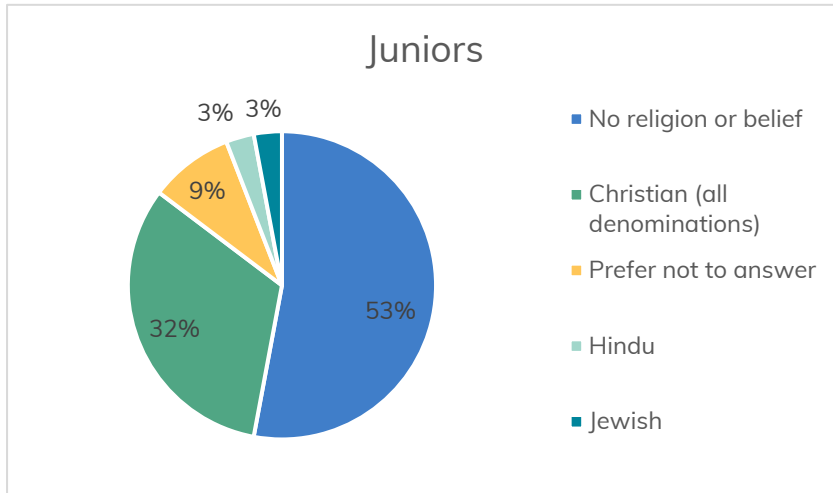
5. Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?



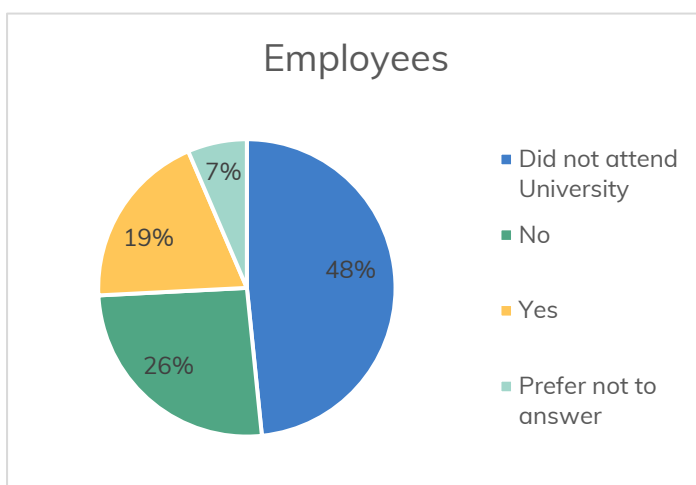
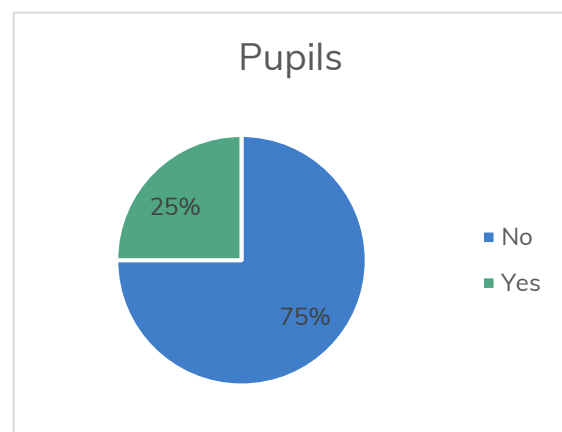
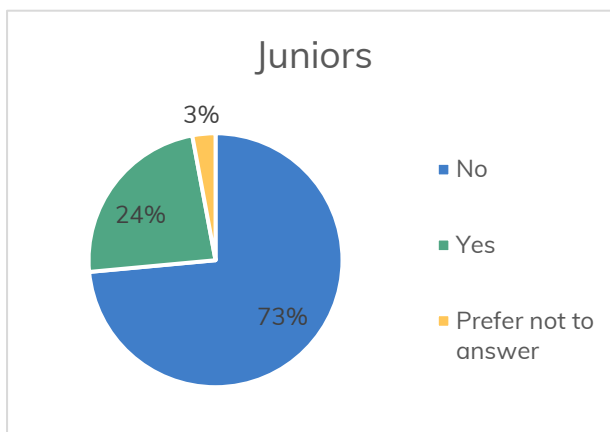
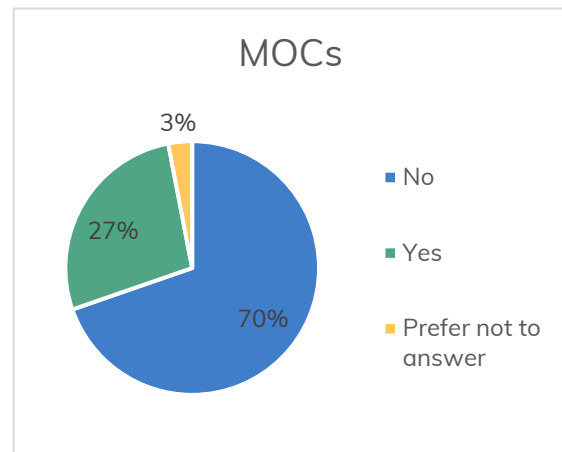
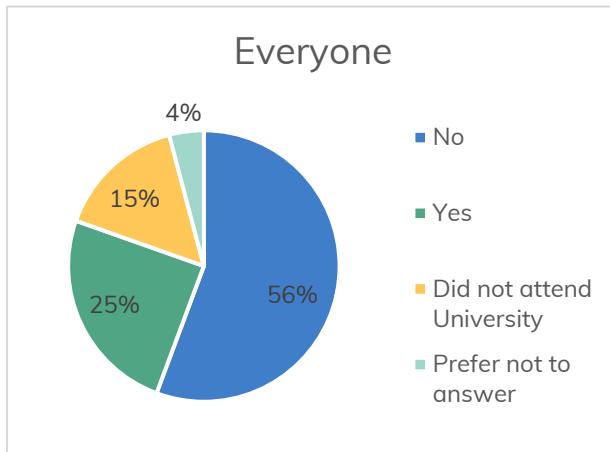
6. What is your ethnic group?



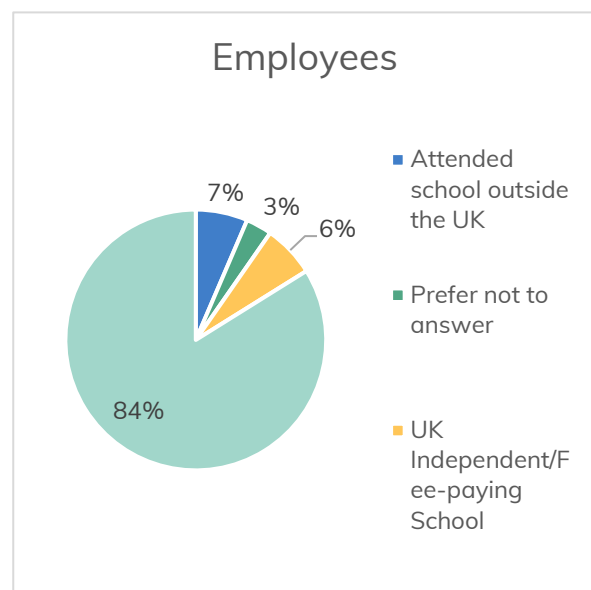
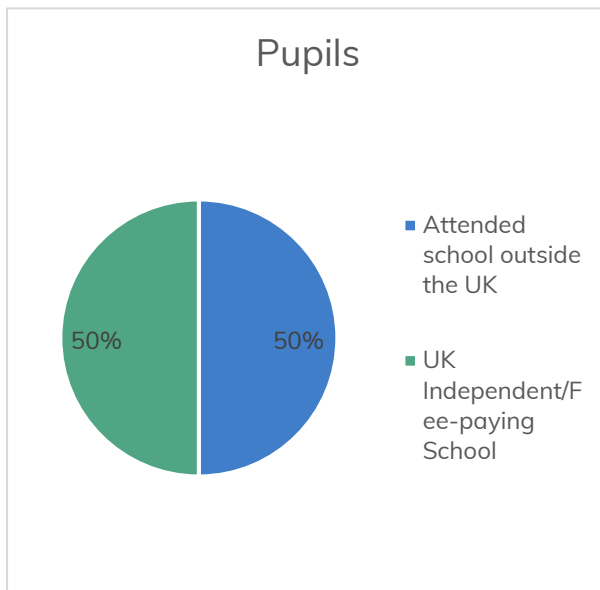
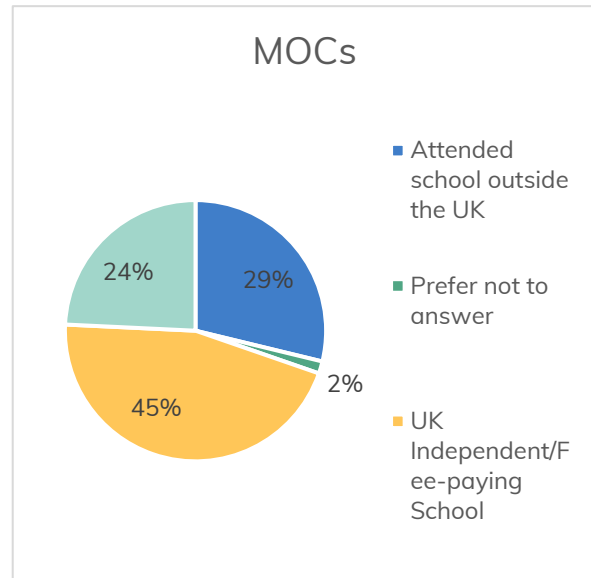
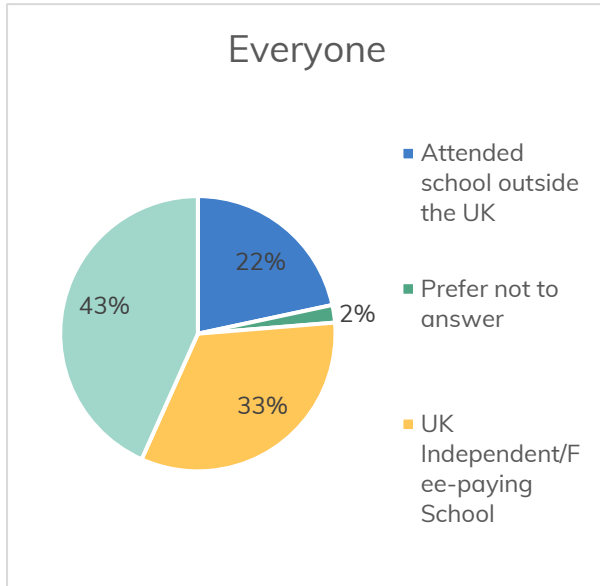
7. What is your religion or belief?



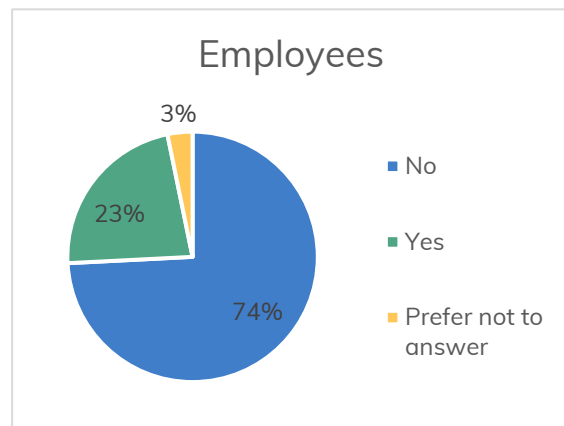
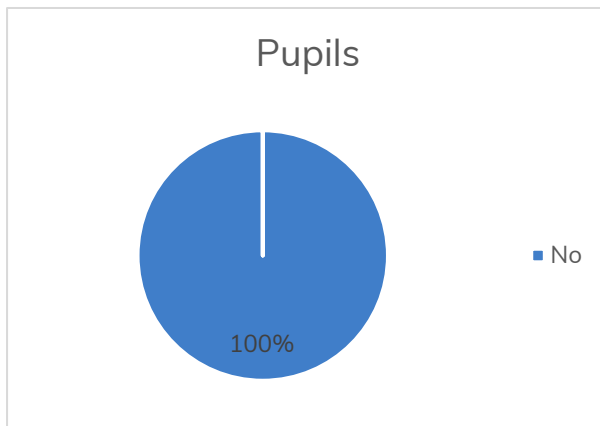
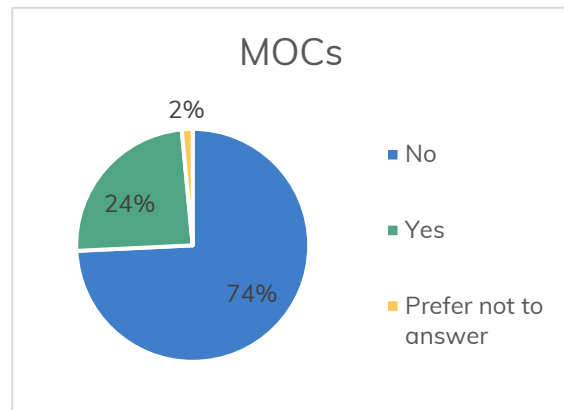
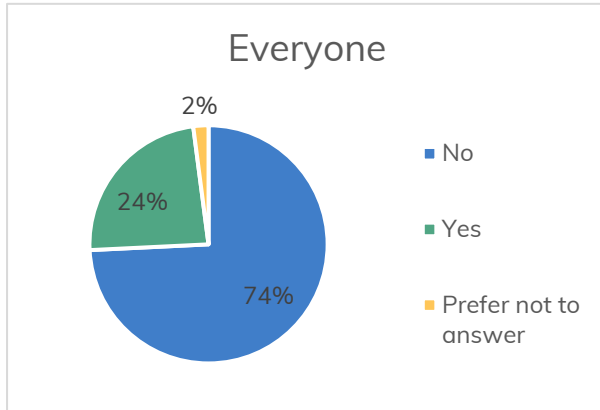
9. If you went to University (to study a BA, BSc course or higher), were you part of the first generation of your family to do so?



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



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



12. Do you look after, or give any help or support to family members, friends, neighbours or others because of either: Long-term physical or mental ill-health/disability Problems related to old age (Do not count anything you do as part of your paid employment)

