

**Diversity and Equality Monitoring**

Chavasse Court Chambers is committed to equality of opportunity and values the diversity of its’ barristers, staff and clients. It is our policy to ensure fair and equal treatment and not to discriminate on the grounds of social background, gender, age, ethnicity, nationality, disability, religion or belief, and sexual orientation.

Chambers conducted a monitoring exercise between November and December 2020.

A questionnaire was sent to each member, pupils and staff in order to collect and publish equality and diversity data. 17 responses were received.

The survey was conducted anonymously and participation was voluntary, in accordance with BSB rules, 55% of the workforce responded to the survey with 100% consenting to their data being included for monitoring and publication of summary statistics. Total numbers may differ from category to category as the response to each question was voluntary. Data is not published (or is pooled for barristers, pupils and employees) where its publication might otherwise reasonably lead to the identification of individuals; where figures in any category are below 10 they are only reported where consent was given by all individuals in the category.

A summary of the results is as follows:

**Please indicate your role in Chambers:**

|  |  |  |
| --- | --- | --- |
| **Response** | **Number** | **Percentage** |
| Barristers and pupils | 15 | 48 |
| Employees | 2  | 6 |
| No response | 14 | 45 |

**What is your gender?**

|  |  |  |
| --- | --- | --- |
| **Response** | **Number** | **Percentage** |
| Male | 9 | 29 |
| Female | 5 | 16 |
| Prefer not to say | 3 | 9 |
| No response | 14 | 45 |

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

**the Equality Act?**

|  |  |  |
| --- | --- | --- |
| **Response** | **Number** | **Percentage** |
| Yes | 2 | 6 |
| No | 12 | 39 |
| Prefer not to say | 3 | 9 |
| No response | 14 | 45 |

**Are your day-to-day activities limited because of a health problem or**

**disability which has lasted, or is expected to last, more than 12 months?**

|  |  |  |
| --- | --- | --- |
| **Response** | **Number** | **Percentage** |
| Yes, limited a lot | 2 | 6 |
| Yes, limited a little |  |  |
| No | 12 | 39 |
| Prefer not to say | 3 | 9 |
| No response | 14 | 45 |

**What is your ethnic group?**

|  |  |  |
| --- | --- | --- |
| **Response** | **Number** | **Percentage** |

Asian / Asian British

|  |  |  |
| --- | --- | --- |
|  |  |  |
| Bangladeshi |  |  |
| Chinese |  |  |
| Indian |  |  |
| Pakistani |  |  |
| Any other Asian background (write in) |  |  |

Black / African / Caribbean / Black British

|  |  |  |
| --- | --- | --- |
| African |  |  |
| Caribbean |  |  |
| Any other Black / Caribbean / Black British (write in) |  |  |

Mixed / multiple ethnic groups

|  |  |  |
| --- | --- | --- |
| White and Asian |  |  |
| White and Black African |  |  |
| White and Black Caribbean |  |  |
| White and Chinese |  |  |
| Any other Mixed / multiple ethnic background  | 1 | 2 |

White

|  |  |  |
| --- | --- | --- |
| British / English / Welsh / Northern Irish / Scottish | 14 | 45 |
| Irish |  |  |
| Gypsy or Irish Traveller |  |  |
| Any other White background (write in) |  |  |

Other ethnic group

|  |  |  |
| --- | --- | --- |
| Arab |  |  |
| Any other ethnic group (write in) |  |  |

Prefer not to say

|  |  |  |
| --- | --- | --- |
| Prefer not to say | 2 | 6 |
| No response | 14 | 45 |

**What is your religion or belief?**

|  |  |  |
| --- | --- | --- |
| **Response** | **Number** | **Percentage** |
| No religion or belief |  |  |
| Buddhist |  |  |
| Christian (all denominations) | 10 | 32 |
| Hindu |  |  |
| Jewish | 2 | 6 |
| Muslim |  |  |
| Sikh |  |  |
| Any other religion (write in) | 4 | 13 |
| Prefer not to say | 1 | 3 |
| No response | 14 | 45 |

**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?**

|  |  |  |
| --- | --- | --- |
| **Response** | **Number** | **Percentage** |
| Yes  | 9 | 29 |
| No | 3 | 10 |
| Didn’t attend  | 2 | 6 |
| Prefer not to say | 3 | 10 |
| No response | 14 | 45  |

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

|  |  |  |
| --- | --- | --- |
| **Response** | **Number** | **Percentage** |
| State school | 12 | 38 |
| Fee paying  | 2 | 6 |
| Prefer not to say | 3 | 10 |
| No response | 14 | 45 |

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

|  |  |  |
| --- | --- | --- |
| **Response** | **Number** | **Percentage** |
| Yes  | 9 | 29 |
| No  | 5 | 16 |
| Prefer not to say | 3 | 10 |
| No response | 14 | 45 |

**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

|  |  |  |
| --- | --- | --- |
| **Response** | **Number** | **Percentage** |
| No | 6 | 19 |
| Yes 1-19 hours a week  | 8 | 25 |
| Yes 20-49 hours a week |  |  |
| Yes 50 or more hours a week |  |  |
| Prefer not to say | 3 | 10 |
| No response | 14 | 45 |