

7BR Equality and Diversity Survey – December 2018

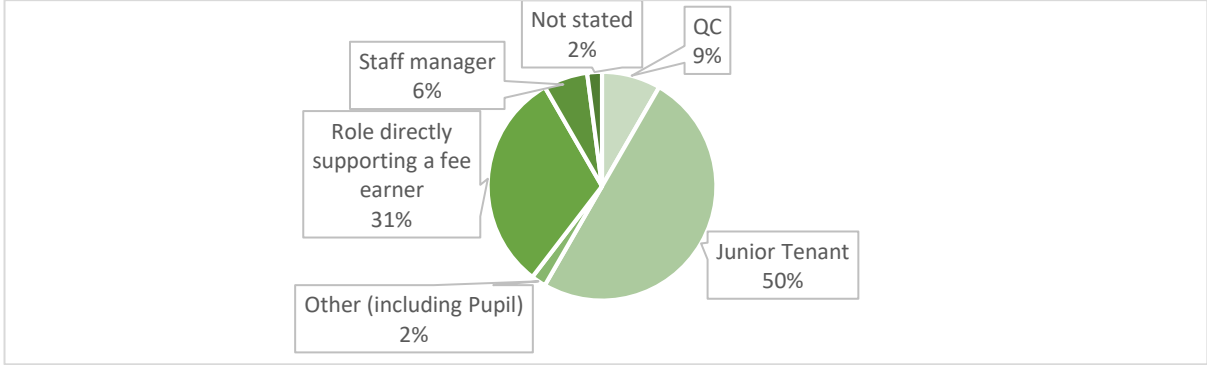
In accordance with the Bar Standards Board Equality Rules, below is a summary of the diversity data for 7BR. 7BR publishes its workforce data every three years. This data was published in December 2018, and will be updated at the latest in December 2021.

Please note the following:

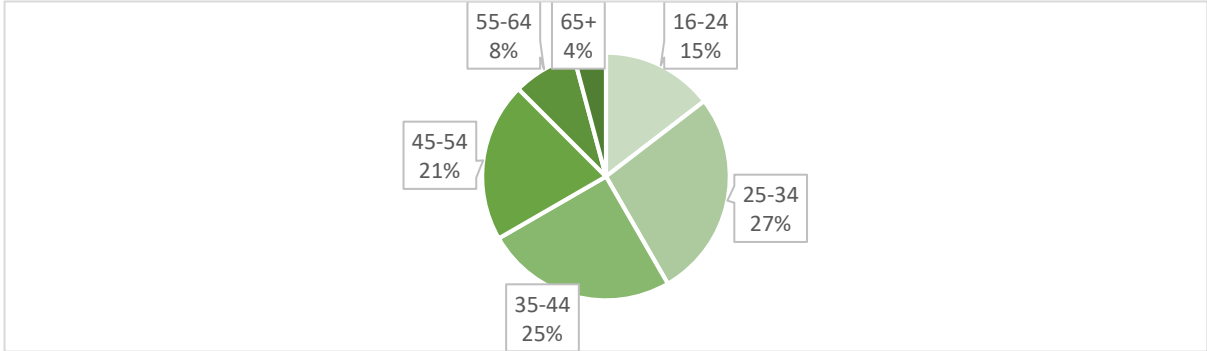
- The survey was conducted using the Model Diversity Data Questionnaire, found in the Supporting Information for the BSB Handbook Equality Rules. As such, the precise phrasing of the questions and possible answers may be found at pp.25-29 of the following document: https://www.barstandardsboard.org.uk/media/1562168/bsb_equality_rules_handbook_corrected.pdf
- The return rate for responses to the survey was 51%.
- The results below reflect only those who responded to the survey. As such, they may not accurately reflect the make-up of chambers as a whole.
- Some of those who responded to the survey did not give their permission for their data to be processed or published at all. Their data is therefore not included in this summary.
- 7BR's Diversity Data Policy and the Bar Standards Board requirements provide that data should not be published where there are fewer than ten individuals within a particular job category with the same characteristic, unless each individual has consented. The words "Unable to publish" reflect the application of this restriction. In such circumstances, summary of the data will be given in headline terms. In certain cases, data has been grouped in such a way as to facilitate its publication despite this restriction.
- Data is collected in the following eight categories:
 1. Age
 2. Gender
 3. Disability
 4. Ethnicity
 5. Socio-economic background: first generation to attend university
 6. Socio-economic background: school type
 7. Caring responsibilities: child's primary carer
 8. Caring responsibilities: other
- The data is divided into the following six categories:
 1. All 7BR
 2. QCs
 3. Juniors (including pupils)
 4. Staff (managers)
 5. Staff (non-managers)

7BR Overall

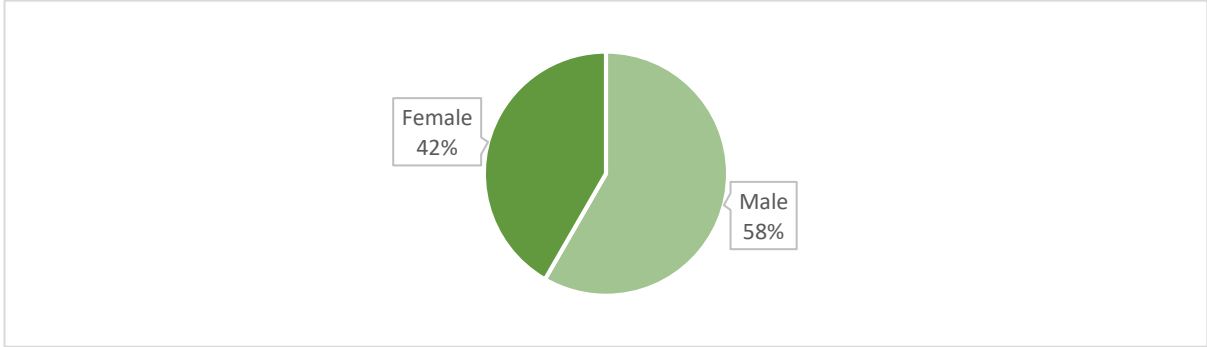
Role



Age



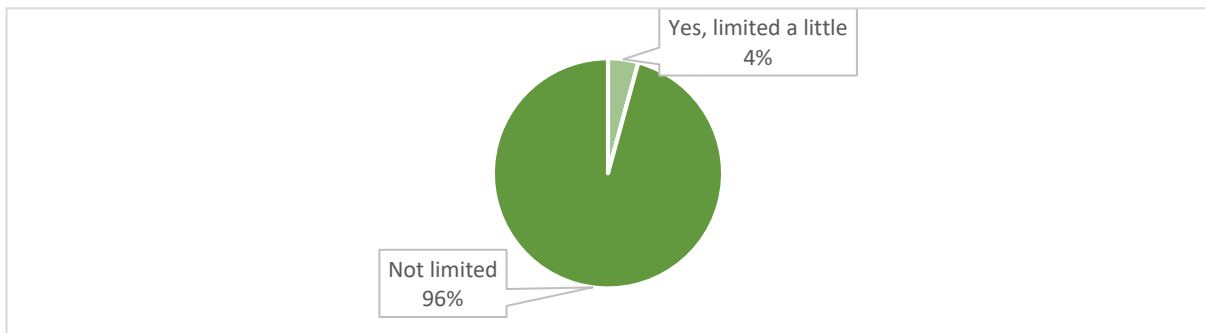
Gender



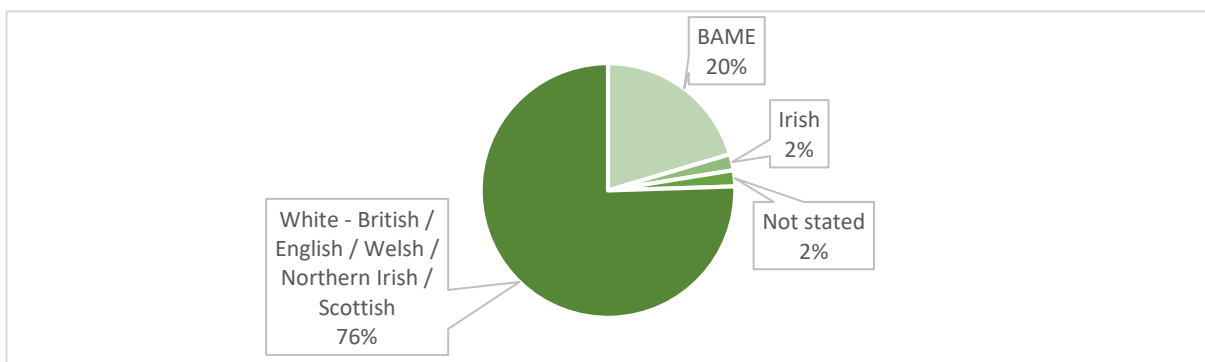
Disability: do you consider yourself to have a disability according to the definition in the Equality Act 2010?

Unable to publish. Most members of chambers who responded to this survey replied “No” to this question.

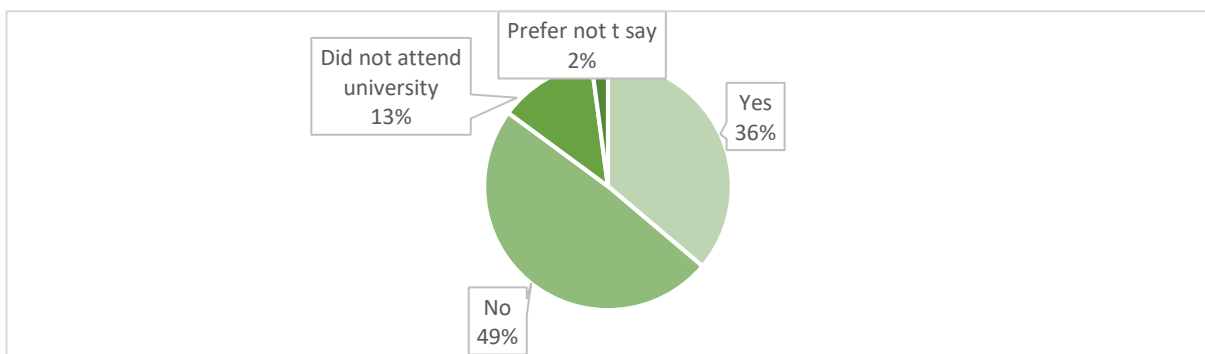
Disability: are your day to day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?



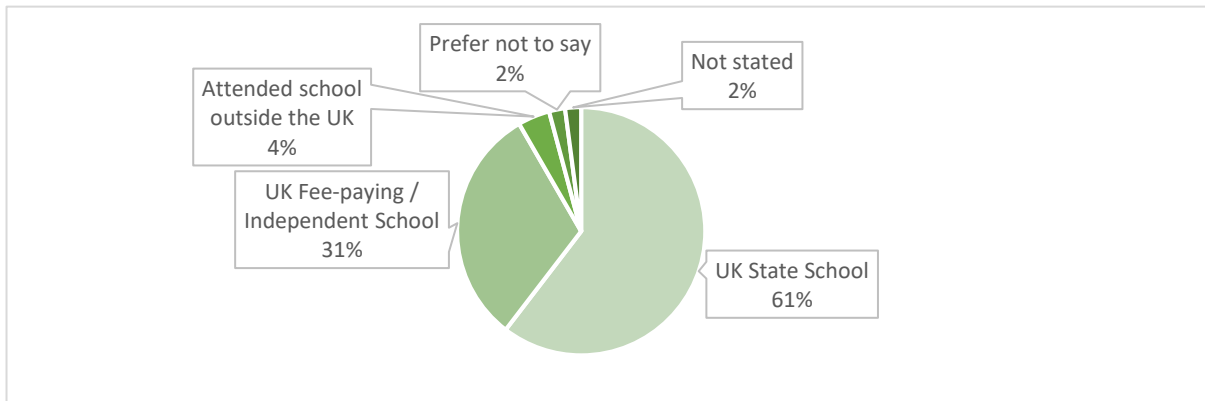
Ethnicity



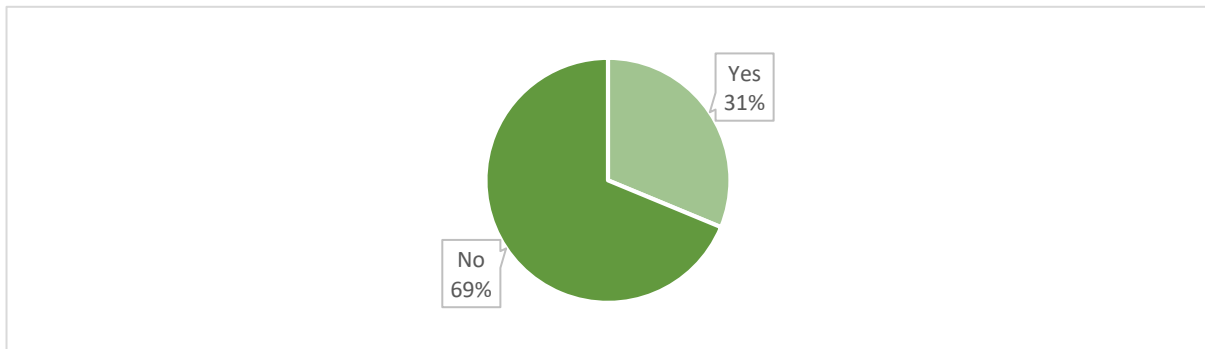
Socio-economic background: first generation to attend university



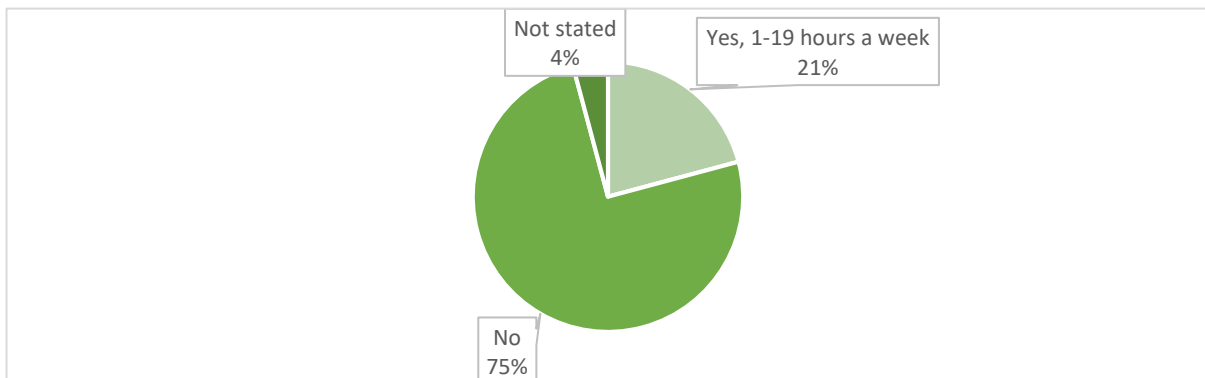
Socio-economic background: school type



Caring responsibilities: child's primary carer

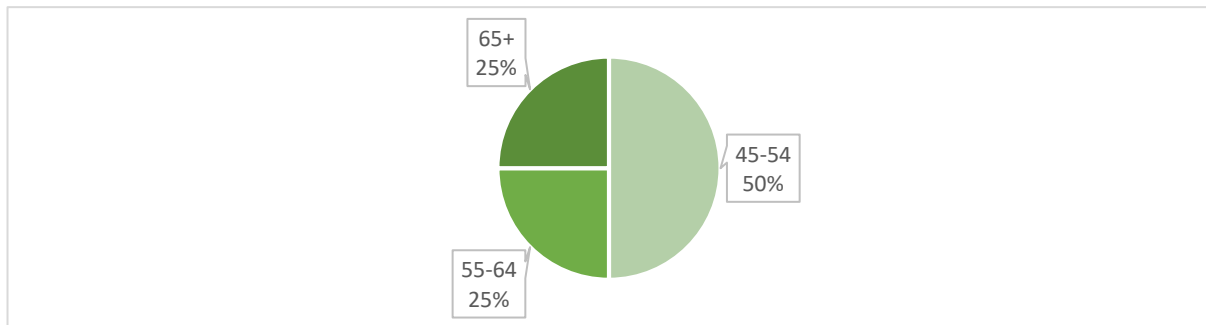


Caring responsibilities: other

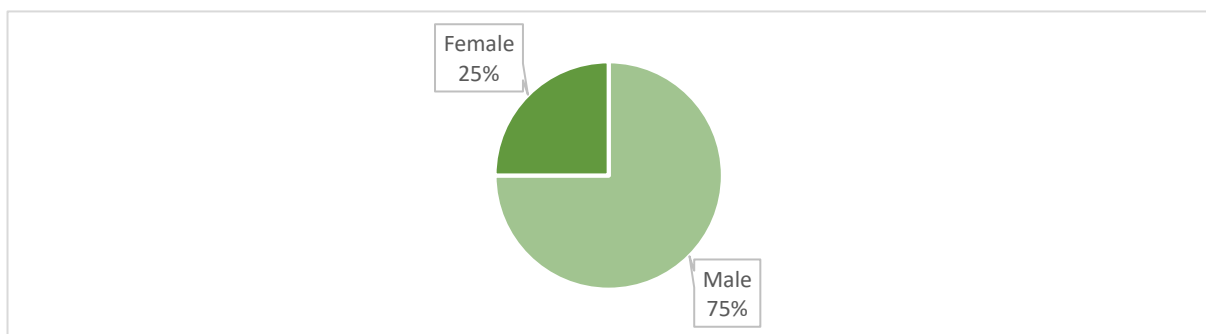


QCs

Age



Gender



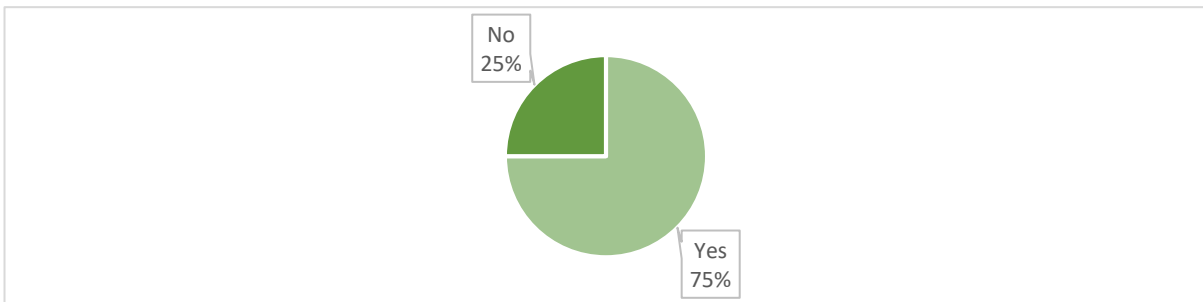
Disability

None of the QCs responding to the survey consider themselves to have a disability according to the definition in the Equality Act 2010, or that their day-to-day activities are limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months.

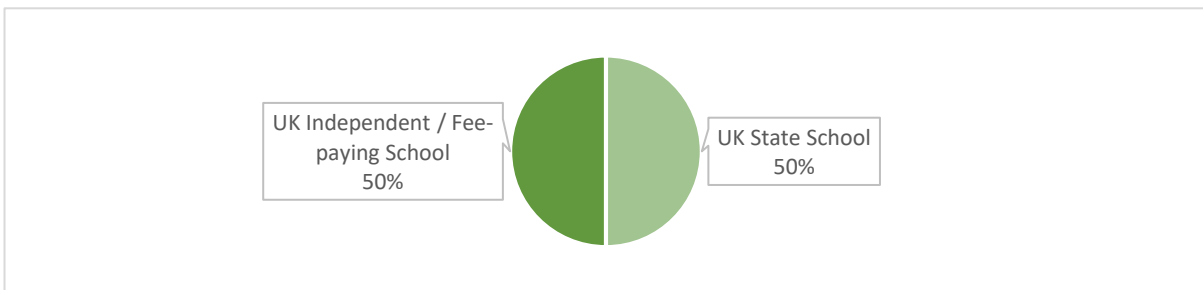
Ethnicity

All of the QCs responding to the survey stated that they are White – British / English / Welsh / Northern Irish / Scottish.

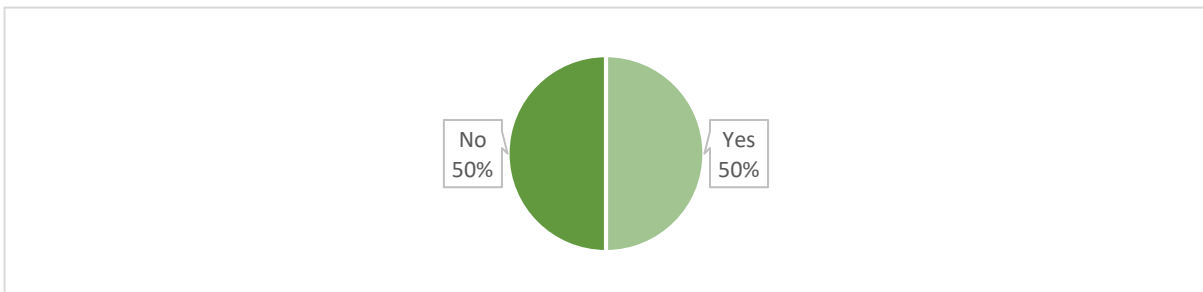
Socio-economic background: first generation to attend university



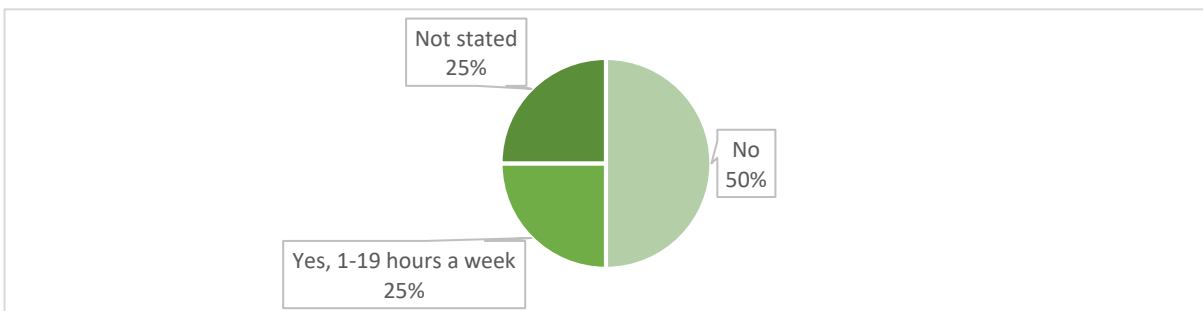
Socio-economic background: school type



Caring responsibilities: child's primary carer

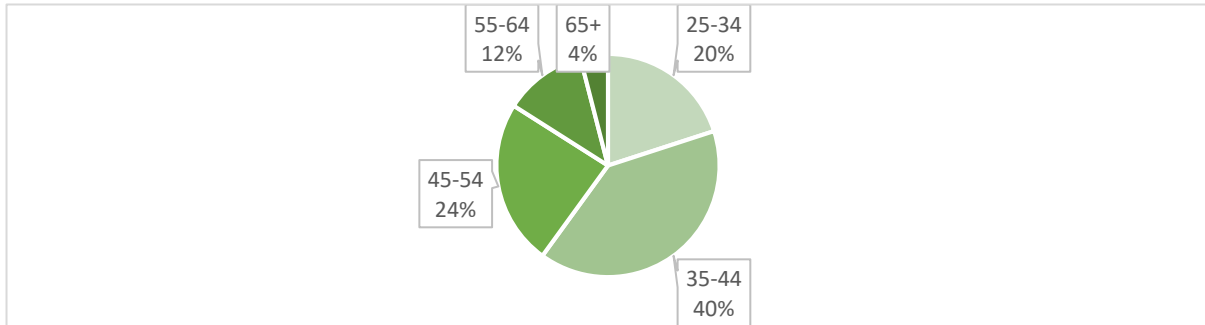


Caring responsibilities: other

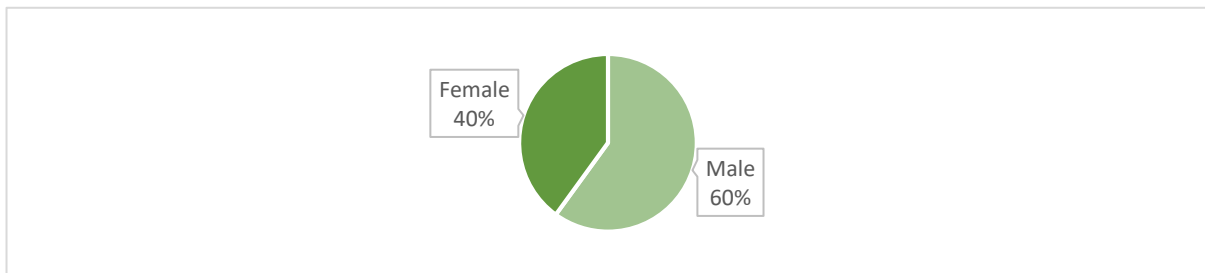


Juniors (including Pupils)

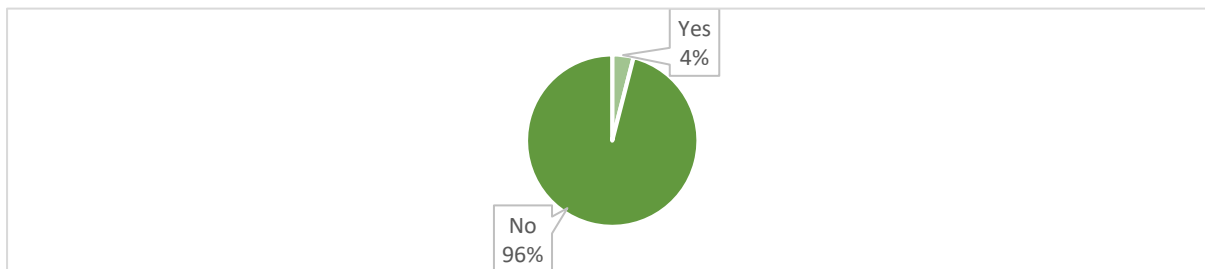
Age



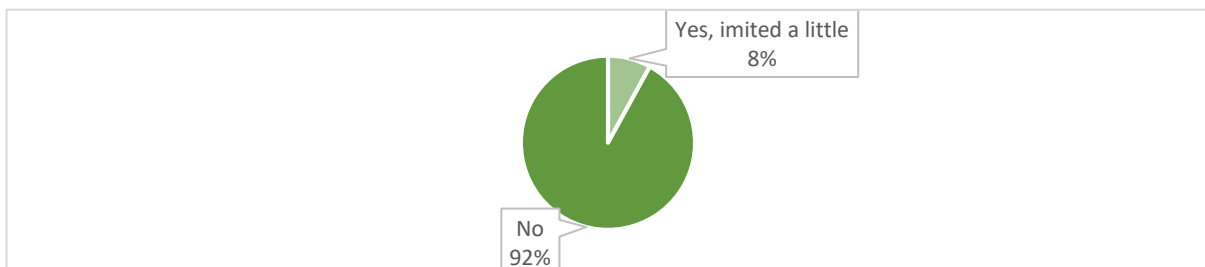
Gender



Disability: do you consider yourself to have a disability according to the definition in the Equality Act 2010?



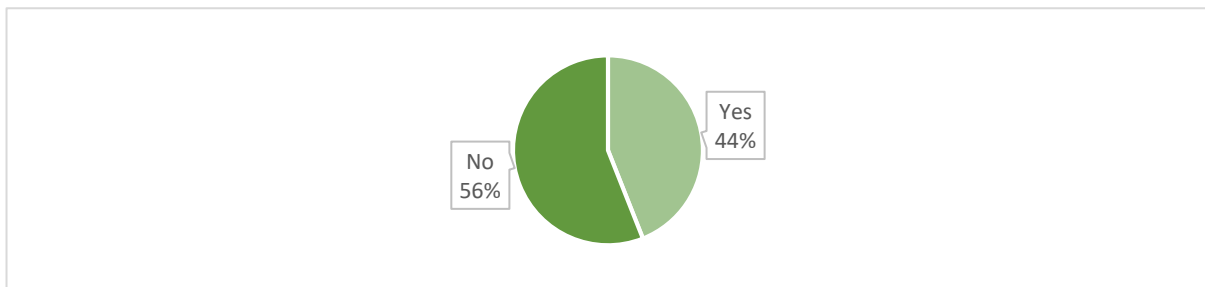
Disability: are your day to day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?



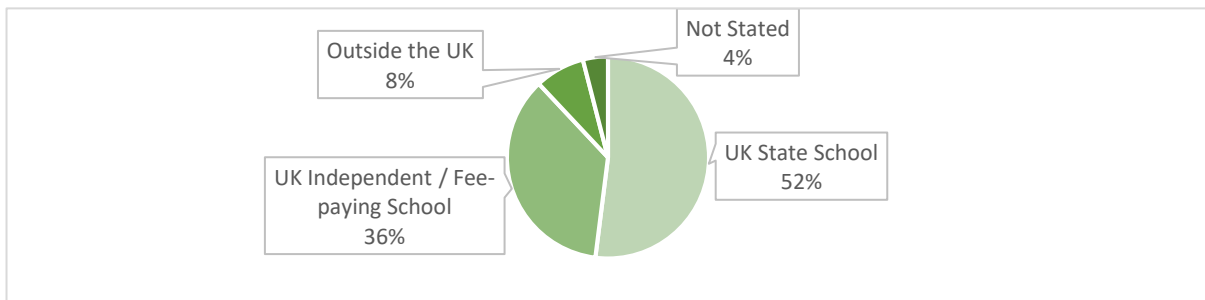
Ethnicity

Unable to publish. Of the Juniors and Pupils who responded to the survey, approximately 1/3 identify as BAME, and approximately 2/3 identify as white, with the majority of the latter being British / English / Welsh / Northern Irish / Scottish.

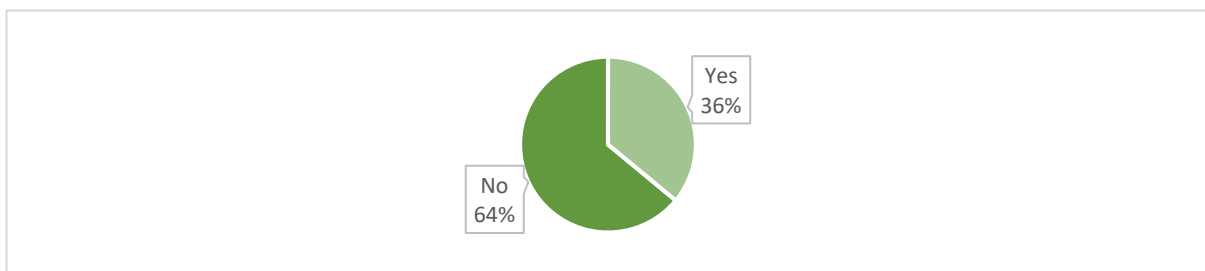
Socio-economic background: first generation to attend university



Socio-economic background: state or fee-paying school



Caring responsibilities: child's primary carer

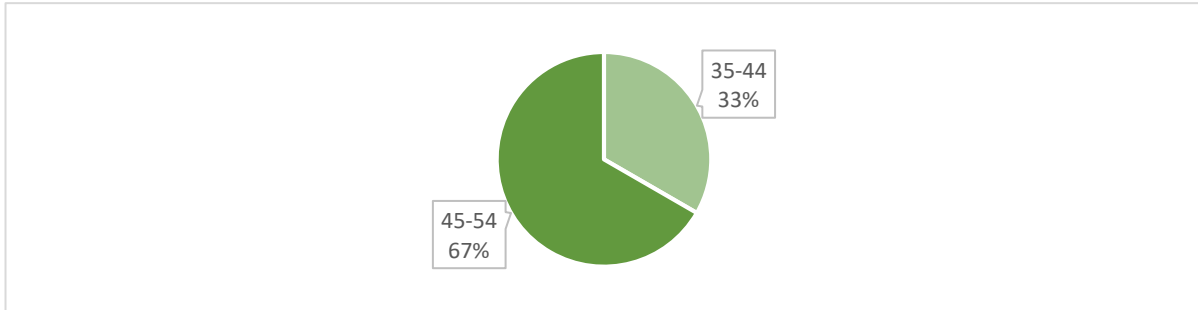


Caring responsibilities: other

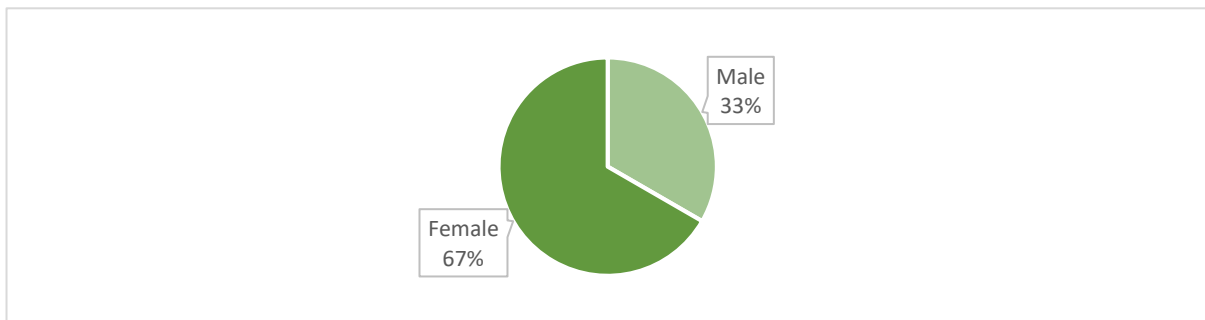
Unable to publish. Of the Juniors and Pupils who responded to the survey, a minority spend 1 – 19 hours a week looking after, giving help or support to family members, friends, neighbours or others because of either long-term physical or mental ill-health / disability, or problems related to old age. A majority do not.

Clerks and Staff – Managers

Age



Gender



Disability

None of the clerks and staff with managerial responsibilities responding to the survey consider themselves to have a disability according to the definition in the Equality Act 2010, or that their day-to-day activities are limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months.

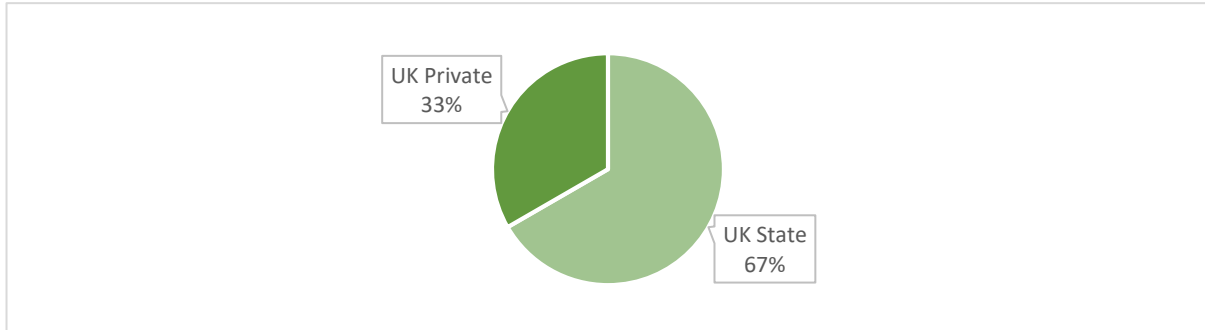
Ethnicity

All clerks/staff with managerial responsibilities responding to the survey identified as White – British / English / Welsh / Northern Irish / Scottish.

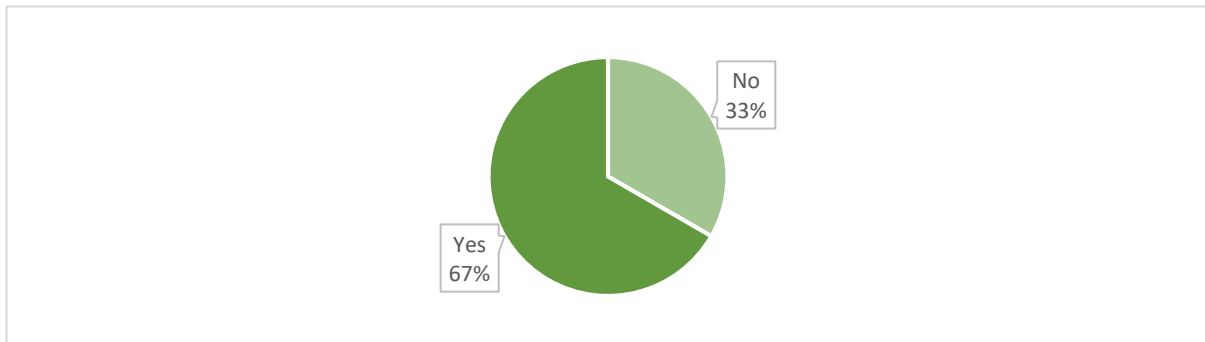
Socio-economic background: first generation to attend university

All of the clerks and staff with managerial responsibilities responding to the survey went to university, but none were part of the first generation in their families to do so.

Socio-economic background: state or fee-paying school



Caring responsibilities: child's primary carer



Caring responsibilities: other

All of the clerks and staff with managerial responsibilities responding to the survey look after, or give help or support to family, friends, neighbours or others because of either long-term physical or mental ill-health / disability or problems related to old age for 1-19 hours a week.

Clerks and Staff – Non-Managers

Age

Unable to publish. The overwhelming majority of staff/clerks without managerial responsibilities responding to the survey are aged between 16 and 34.

Gender

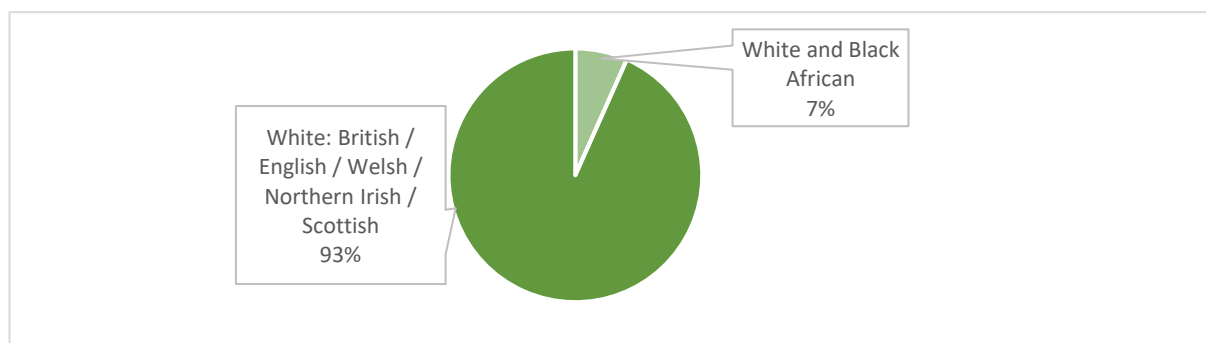
Unable to publish. Of the staff/clerks without managerial responsibilities who responded to the survey, there were slightly more men than women.

Disability

Unable to publish to what extent the staff/clerks without managerial responsibilities who responded to the survey consider themselves to have a disability according to the definition in the Equality Act 2010.

None of the staff/clerks without managerial responsibilities who responded to the survey indicated that 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.

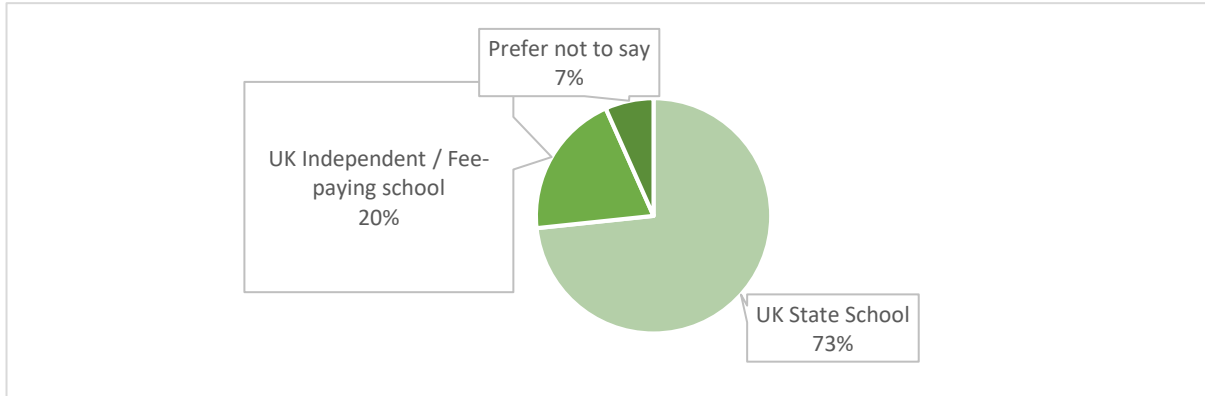
Ethnicity



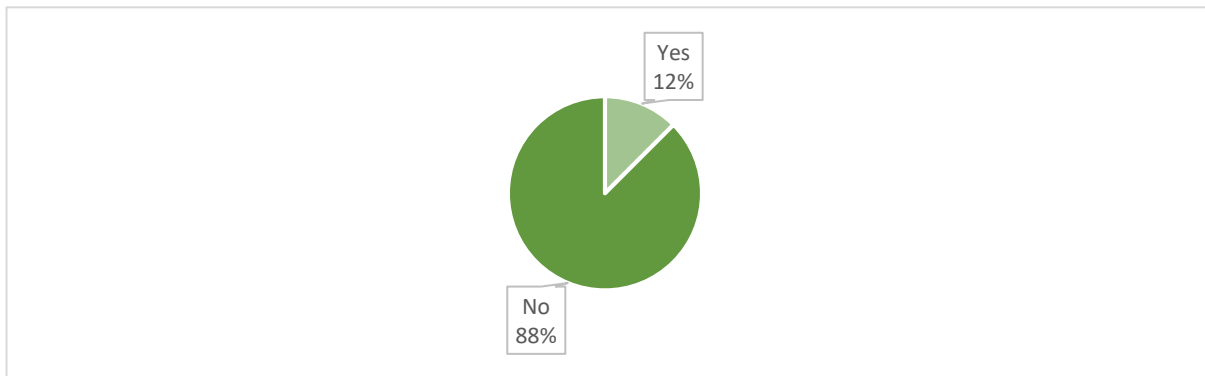
Socio-economic background: first generation to attend university

Unable to publish. There is an approximately even split amongst clerks/staff without managerial responsibilities who responded to the survey between those who were the first generation in their family to attend university, those who were not the first generation in their family to attend university, and those who did not attend university.

Socio-economic background: school type



Caring responsibilities: child's primary carer



Caring responsibilities: other

