



Chambers' Diversity Data Report 2023

In accordance with the Bar Standards Board's Equality and Diversity Rules, 6KBW College Hill hereby publish a summary of our diversity data collected in January 2023.

Chambers has appointed the Director of Finance & Administration as their 'Diversity Data Officer'.

62 individuals were given the opportunity to provide diversity data, and for that purpose were required to complete:

1. A Consent Form; and if they did consent
2. The Data Diversity Questionnaire.

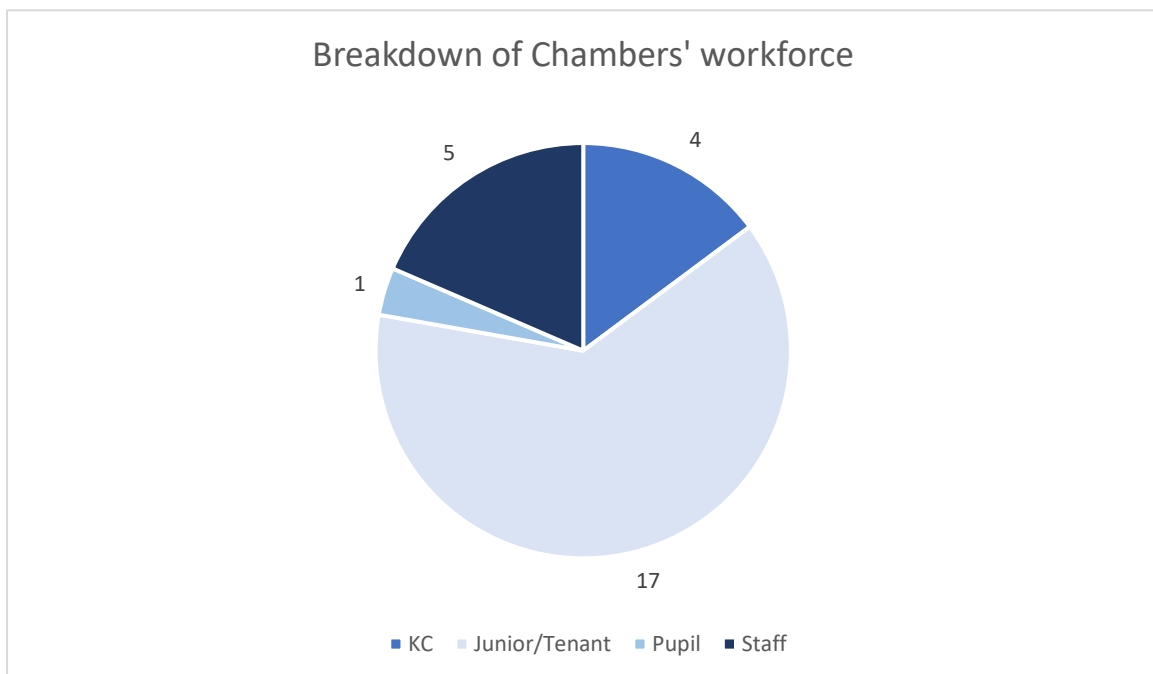
The survey was conducted between 10th January and the 31st January 2023 in accordance with the questionnaire devised by the Bar Standards Board. The survey was voluntary and conducted in such a way to guarantee the anonymity of those who contributed.

27 responses explicitly consented to providing the Diversity Data in the questionnaire and for that data to be both processed and published.

Chambers' Workforce

The following is a representation of the breakdown of Chambers' workforce, as at January 2022.

Question	Total Numbers	Percentage
KC	4	15%
Junior/Tenant	17	63%
Pupil	1	4%
Staff	5	18%



In order to preserve the anonymity of our pupils and staff, our tables below combine the entire workforce so that individuals in smaller groups cannot be identified.

The responses summarised by characteristics are as follows:

1. Age:

16 – 24	8%
25 – 34	21%
35 – 44	33%
45 – 54	15%
55 – 64	15%
65+	4%
Prefer not to say	4%

2. Gender

Male	56%
Female	44%
Prefer not to say	0%

3. Disability

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

Yes	4%
No	92%
Prefer not to say	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?

Yes, limited a lot	0%
Yes, limited a little	4%
No	92%
Prefer not to say	4%

4. Ethnic Group

White - British/English/Welsh/Northern Irish/Scottish	88%
Black / African / Caribbean / Black British	4%
Asian or Asian British	4%
Mixed / Multiple ethnic groups	4%

5. Religious Belief

No religion or belief	48%
Christian(all denominations)	44%
Hindu	4%
Prefer not to say	4%

6. Socio-Economic Background

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?

Yes	18%
No	74%
Did not attend University	4%
Prefer not to say	4%

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

UK State School	59%
UK Independent / Fee-paying school	30%
Attended school outside the UK	7%
Prefer not to say	4%

7. Caring Responsibilities

Are you a primary carer for a child or children under the age of 18?

Yes	22%
No	70%
Prefer not to say	8%

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

No	81%
Yes, 1 – 19 hours a week	15%
Yes, 20 – 49 hours a week	0%
Yes, 50 or more hours a week	0%
Prefer not to say	4%