

St Philips Chambers

Diversity Data – February 2020



St Philips Chambers

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In accordance with rC110.3.5 of the Bar Standards Board Handbook (Code of Conduct) this is a summary of the diversity data for St Philips Chambers. We collect diversity data from our workforce every 3 years. The data in this report was collected in August 2019 and collated in February 2020. The data will be next collected in Spring 2022.

Our return rate for responses to the questionnaire was 70% (124 out of 177.) The Bar Standards Board requirements (as set out in the BSB Handbook on Equality Rules) provides that data should not be published where there are fewer than ten individuals (i) within a particular job category or (ii) holding a specific category of protected characteristics, unless each such individual has consented.

Where such restrictions apply, the data is stated to be “not published”.

George Ruff – St Philips Chambers, Data Diversity Officer

St Philips Chambers

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The data is collected in these 7 categories:

1. Gender
2. Disability
3. Age
4. Ethnicity
5. Socio-economic background: First generation to attend university
6. Caring responsibilities: Child's primary carer
7. Flexible working

The data is divided by:

- All Workforce
- All Barristers
- All QC's
- All Junior Barristers
- All Clerks
- All Support Staff
- All Managers

George Ruff – St Philips Chambers, Data Diversity Officer

St Philips Chambers

Diversity Data – February 2020

Overall Workforce Data



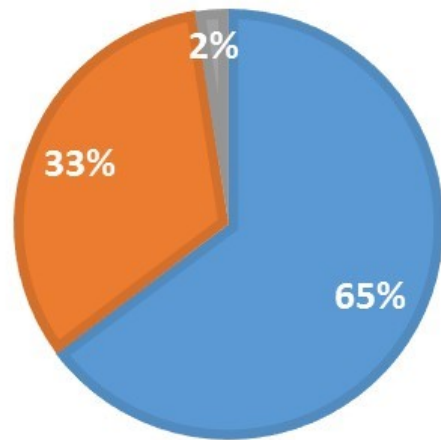
St Philips Chambers

Diversity Data – February 2020

Overall

GENDER

■ Male ■ Female ■ Prefer not to Say



MALE

FEMALE

PNTS

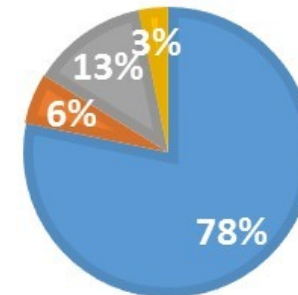
79

40

3

RACE / ETHNICITY

■ White British/English/Welsh/Northern Irish/Scottish
■ Other White Background
■ BAME
■ Prefer not to Say



**WHITE BRITISH/ ENGLISH/ WELSH/ NORTHERN
IRISH/ SCOTTISH**

97

OTHER WHITE BACKGROUND

7

BAME

16

PNTS

4

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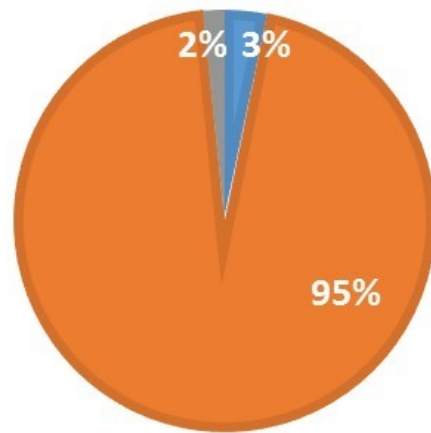
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Overall



DISABILITY

■ Yes ■ No ■ Prefer not to Say



YES

NO

PNTS

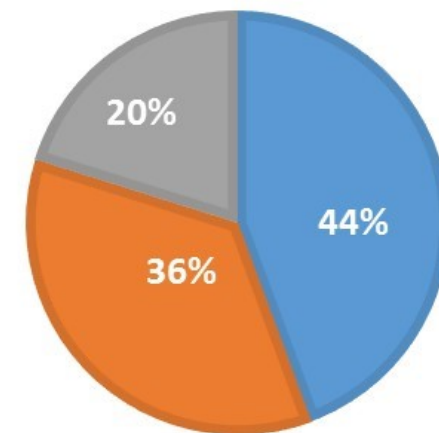
4

118

2

1ST GENERATION TO ATTEND UNIVERSITY

■ Yes ■ No ■ Prefer not to Say / N:A



YES

NO

PNTS / N:A

55

44

25

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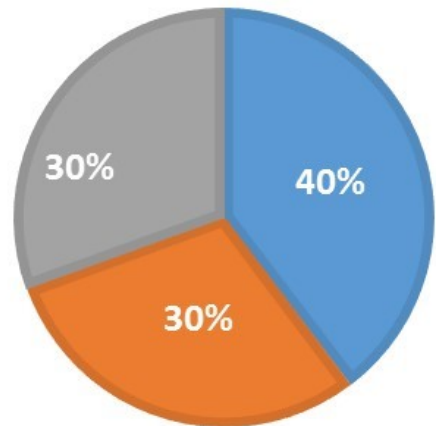
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Overall



DO YOU CONSIDER THAT YOU WORK FLEXIBLY?

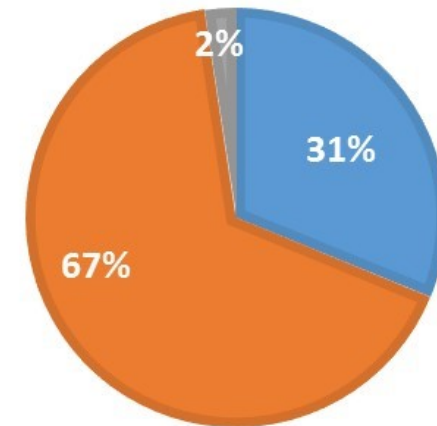
■ Yes ■ No ■ Prefer not to Say / N:A



YES	NO	PNTS
52	39	40

CARING RESPONSIBILITIES - CHILDREN

■ Yes ■ No ■ Prefer not to Say / N:A

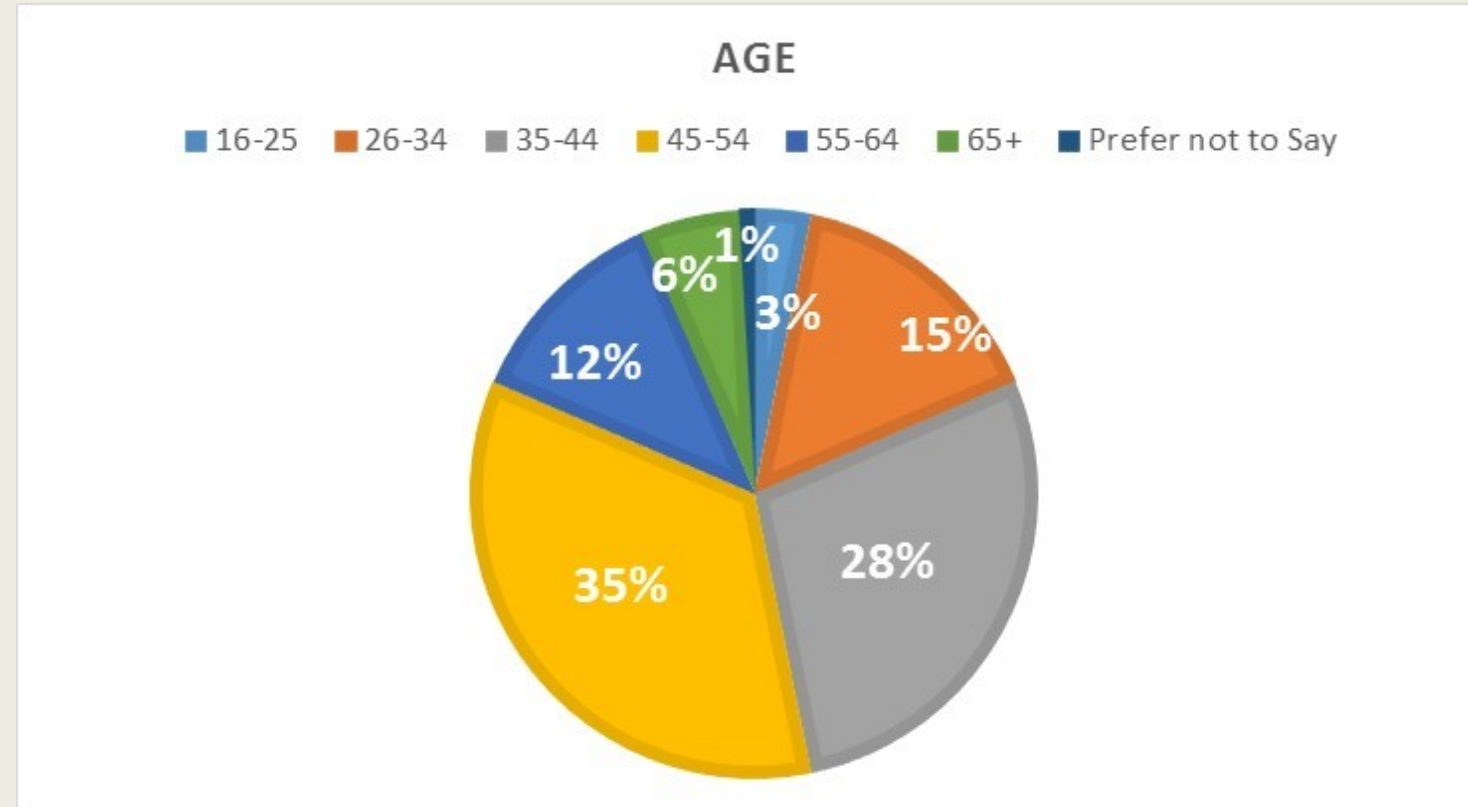


YES	NO	PNTS
39	83	3

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Overall



16-25	26-34	35-44	45-54	55-64	65+	PNTS
4	19	35	43	15	7	1

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All Barristers Data



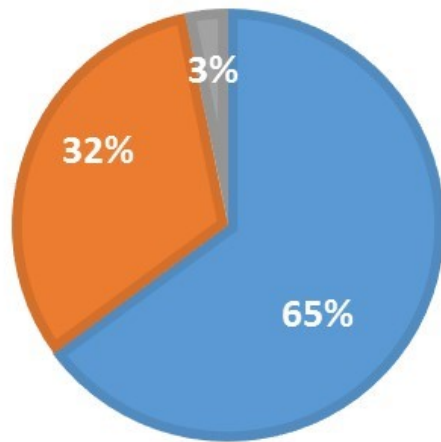
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Diversity Data – February 2020

All Barristers

AGE

Male Female Prefer not to Say



MALE

FEMALE

PNTS

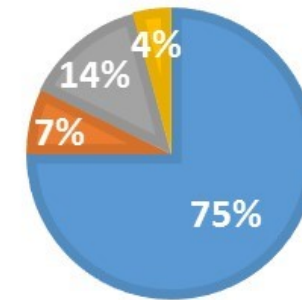
61

30

3

RACE / ETHNICITY

White British/English/Welsh/Northern Irish/Scottish
Other White Background
BAME
Prefer not to Say



WHITE BRITISH/ ENGLISH/ WELSH/ NORTHERN
IRISH/ SCOTTISH

72

OTHER WHITE BACKGROUND

7

BAME

13

PNTS

4

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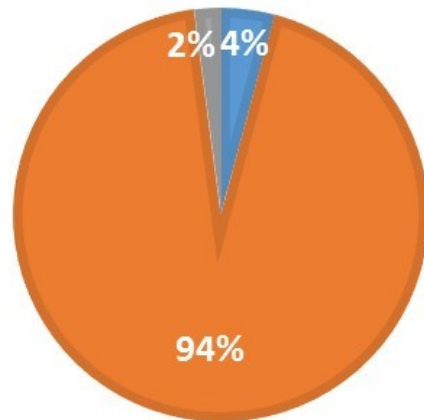
Diversity Data – February 2020

All Barristers



DISABILITY

■ Yes ■ No ■ Prefer not to Say



YES

NO

PNTS

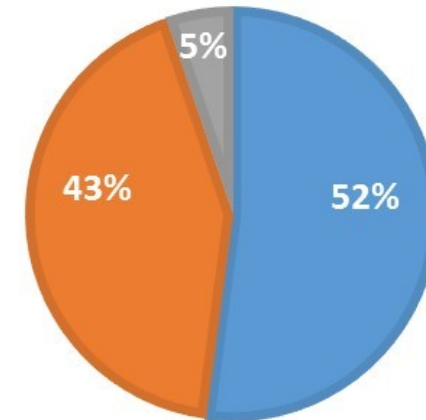
4

90

2

1ST GENERATION TO ATTEND UNIVERSITY

■ Yes ■ No ■ Prefer not to Say / N:A



YES

NO

PNTS / N:A

50

41

5

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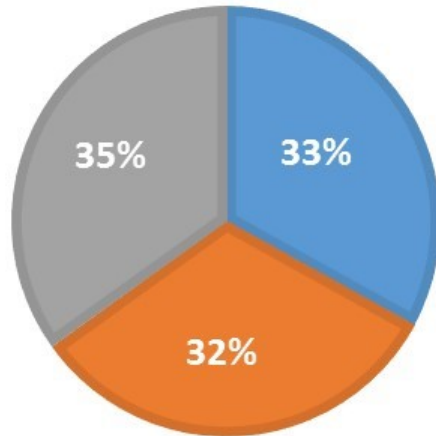
Diversity Data – February 2020

All Barristers



DO YOU CONSIDER THAT YOU WORK FLEXIBLY?

■ Yes ■ No ■ Prefer not to Say



YES

NO

PNTS

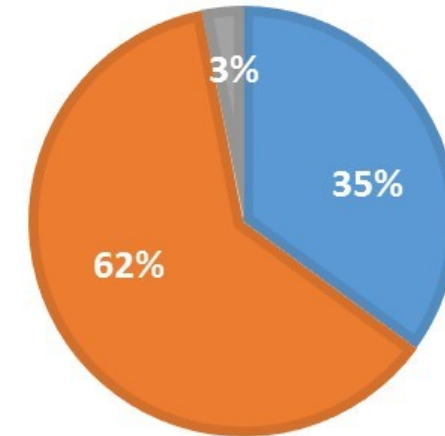
35

34

37

CARING RESPONSIBILITIES - CHILDREN

■ Yes ■ No ■ Prefer not to Say



YES

NO

PNTS

34

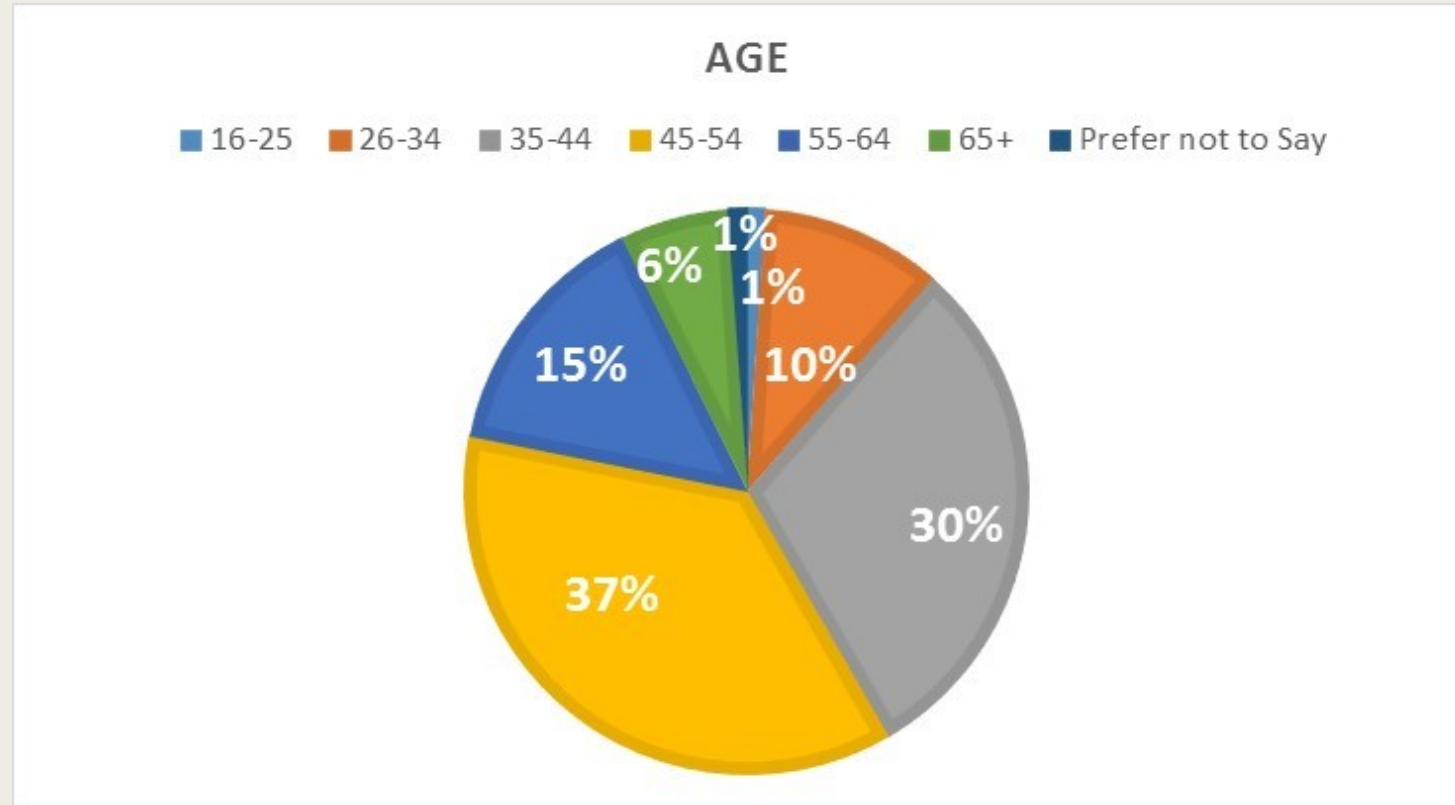
60

3

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All Barristers



16-25	26-34	35-44	45-54	55-64	65+	PNTS
1	10	29	35	14	6	1

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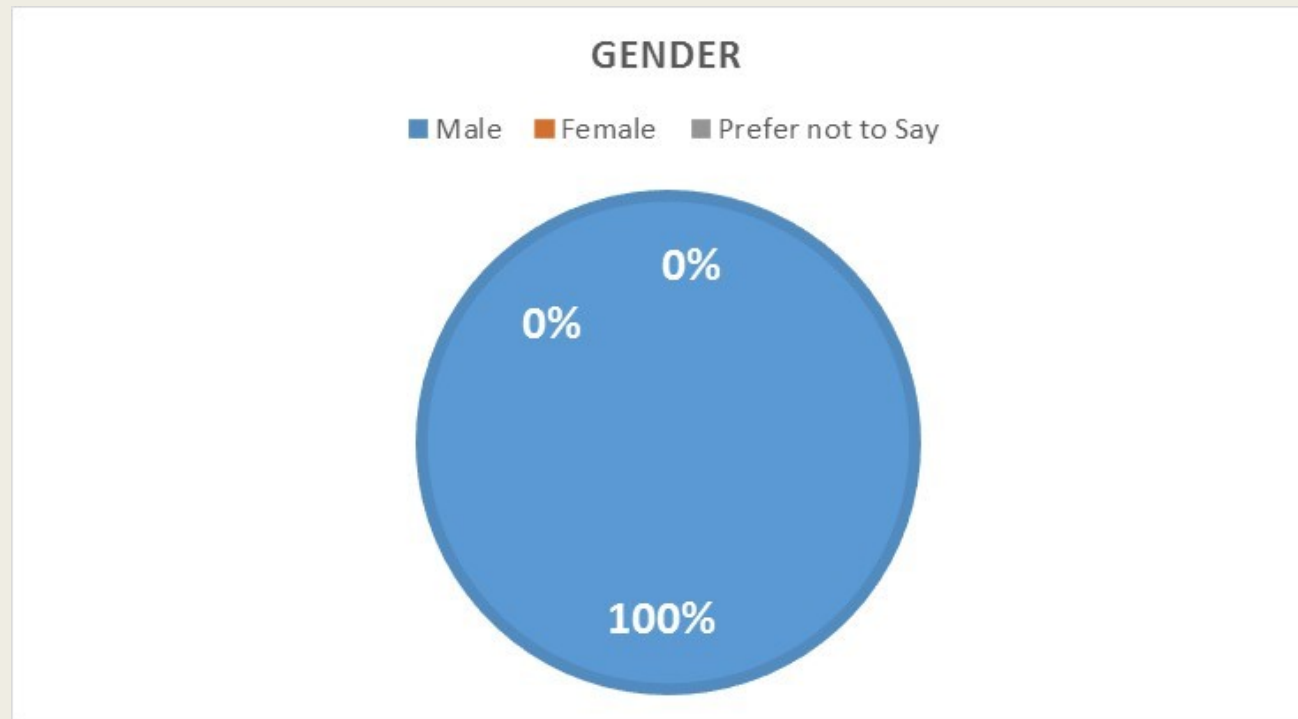
All Queen's Counsel's Data



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Diversity Data – February 2020

All Queen's Counsel's



MALE	FEMALE	PNTS
7	0	0

We do not have consent of all members of this particular group to publish further information.

St Philips Chambers Diversity Data – February 2020

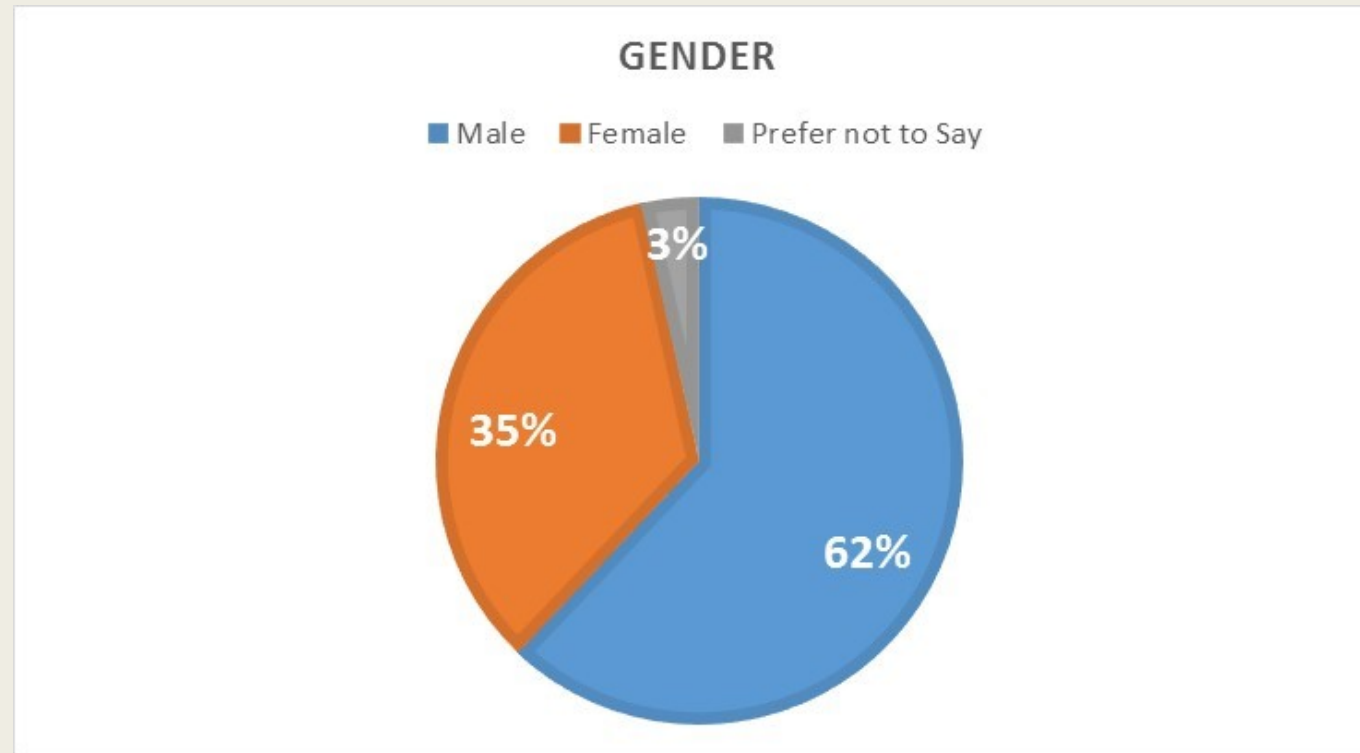
All Junior Barrister's Data



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All Junior Barrister's



MALE	FEMALE	PNTS
54	30	3

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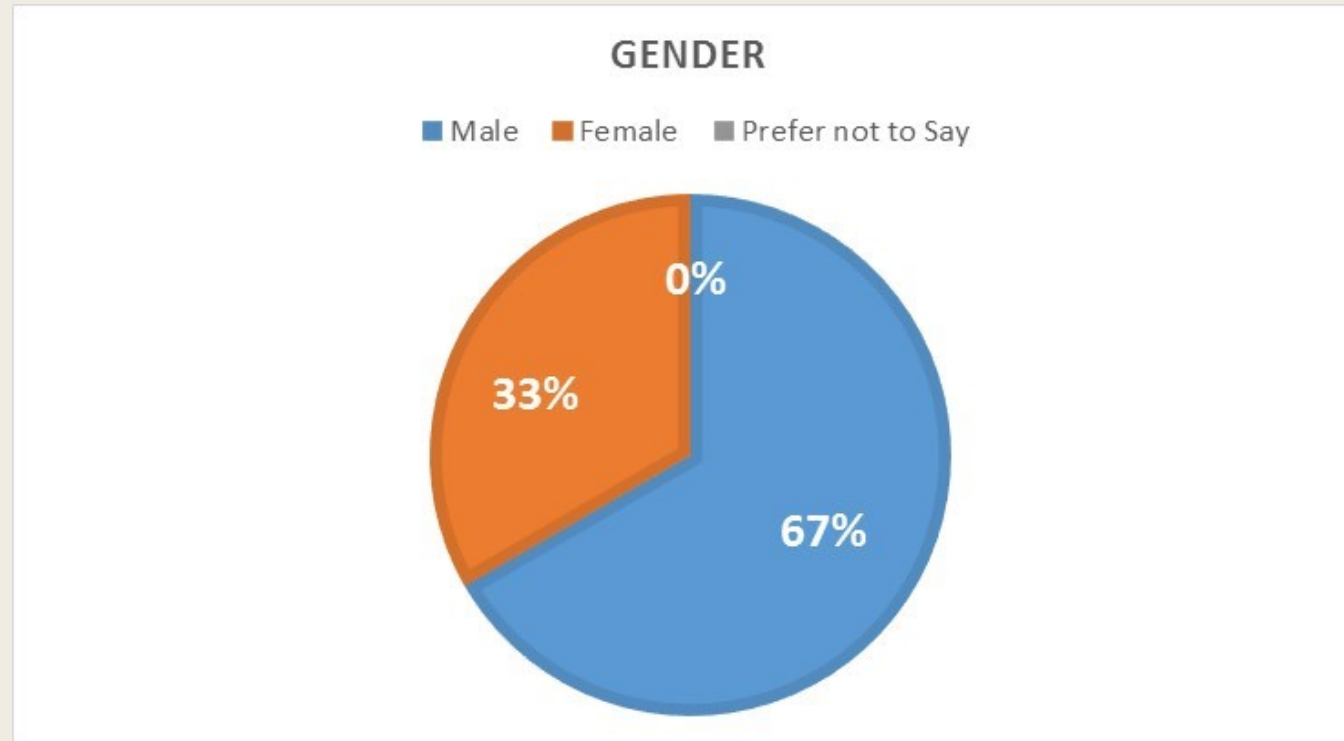
All Clerk's Data



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Diversity Data – February 2020

All Clerk's



MALE	FEMALE	PNTS
8	4	0

We do not have consent of all members of this particular group to publish further information.

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All Support Staff Data



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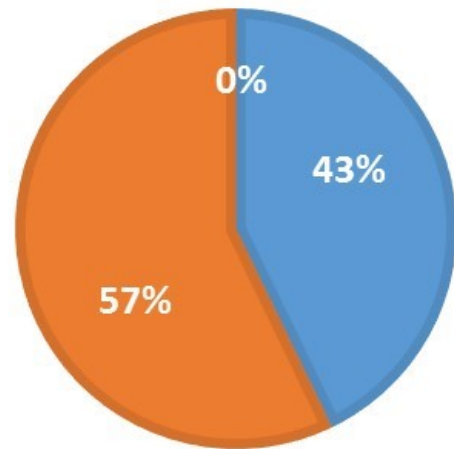
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All Support Staff



GENDER

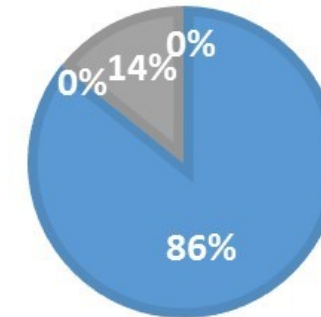
■ Male ■ Female ■ Prefer not to Say



MALE	FEMALE	PNTS
3	4	0

RACE / ETHNICITY

■ White British/English/Welsh/Northern Irish/Scottish
 ■ Other White Background
 ■ BAME
 ■ Prefer not to Say



WHITE BRITISH/ ENGLISH/ WELSH/ NORTHERN IRISH/ SCOTTISH	6
OTHER WHITE BACKGROUND	0
BAME	1
PNTS	0

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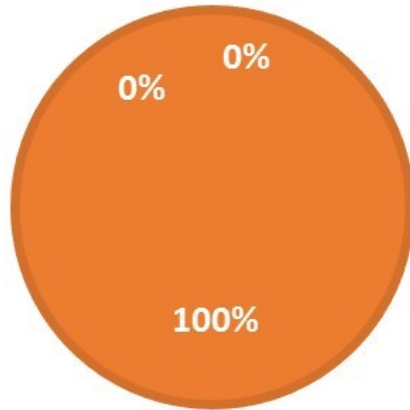
Diversity Data – February 2020

All Support Staff



DISABILITY

■ Yes ■ No ■ Prefer not to Say



YES

NO

PNTS

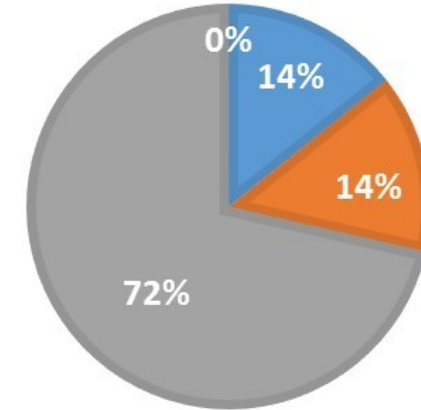
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7

0

1ST GENERATION TO ATTEND UNIVERSITY

■ Yes ■ No ■ Did not Attend University ■ Prefer not to Say



YES

NO

N:A

PNTS

1

1

5

0

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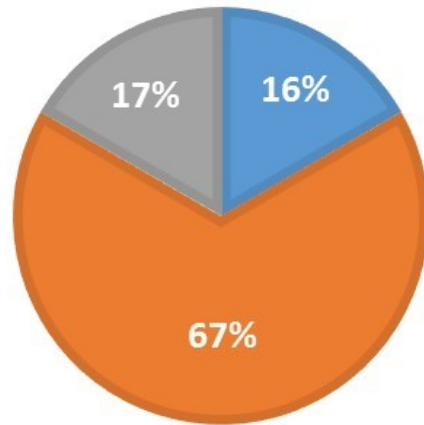
Diversity Data – February 2020

All Support Staff



DO YOU CONSIDER THAT YOU WORK FLEXIBLY?

■ Yes ■ No ■ Prefer not to Say



YES

NO

PNTS

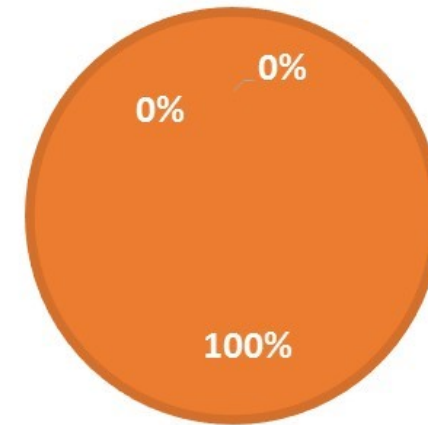
1

4

1

CARING RESPONSIBILITIES - CHILDREN

■ Yes ■ No ■ Prefer not to Say



YES

NO

PNTS

0

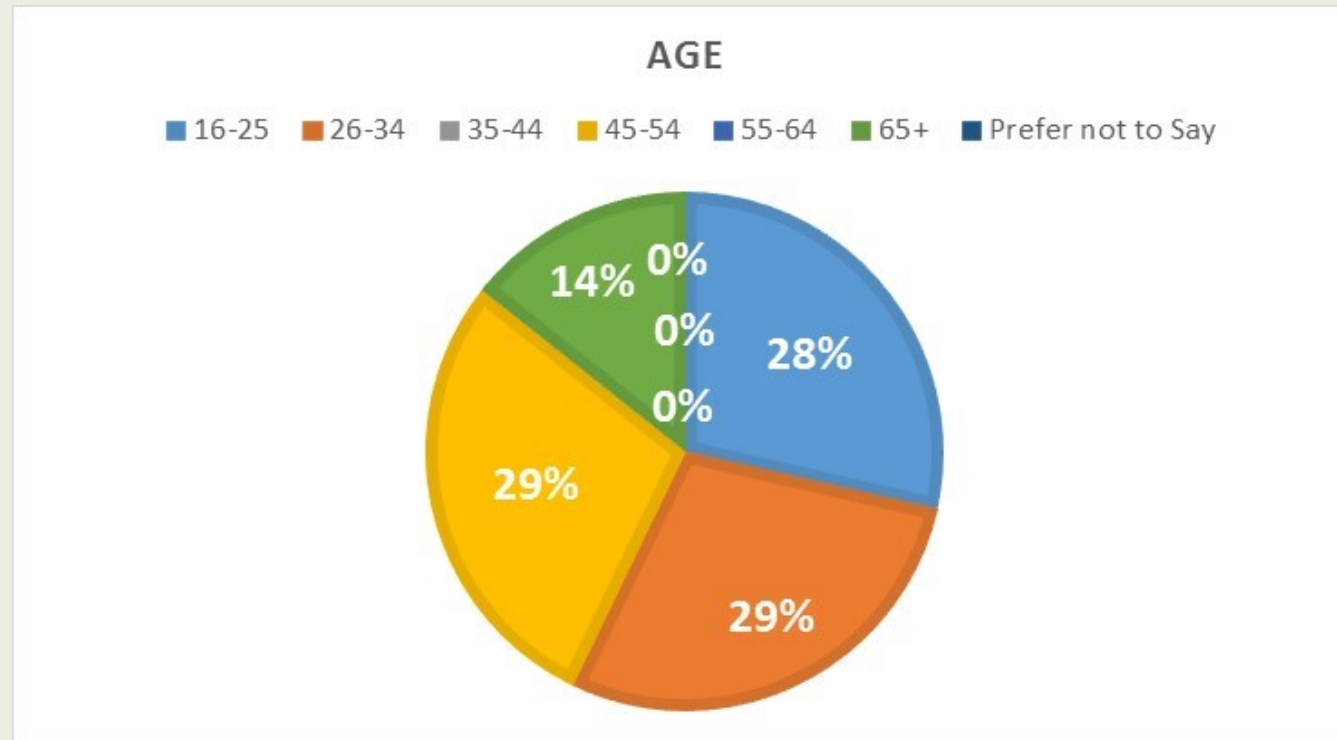
7

0

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All Support Staff



16-25	26-34	35-44	45-54	55-64	65+	PNTS
2	2	0	2	0	1	0

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All Managers Data



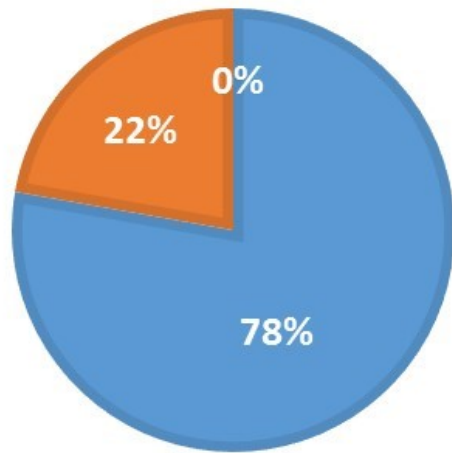
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All Managers

GENDER

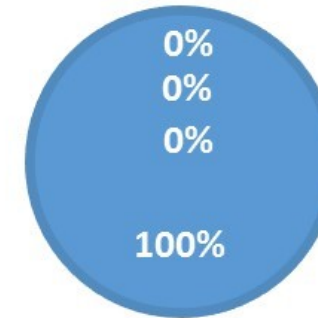
Male Female Prefer not to Say



MALE	FEMALE	PNTS
7	2	0

RACE / ETHNICITY

White British/English/Welsh/Northern Irish/Scottish
Other White Background
BAME
Prefer not to Say



WHITE BRITISH/ ENGLISH/ WELSH/ NORTHERN IRISH/ SCOTTISH	9
OTHER WHITE BACKGROUND	0
BAME	0
PNTS	0

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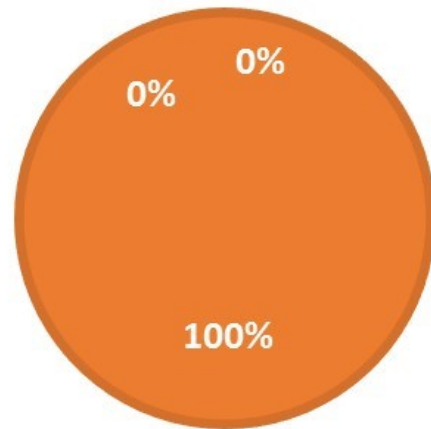
Diversity Data – February 2020

All Managers



DISABILITY

■ Yes ■ No ■ Prefer not to Say



YES

NO

PNTS

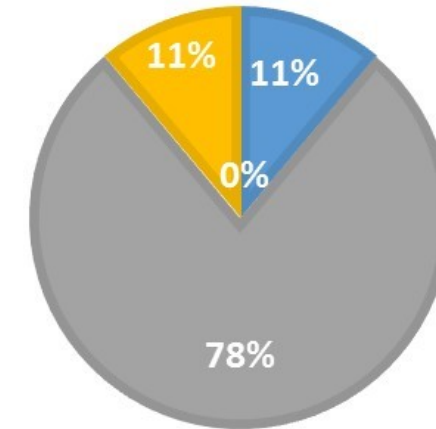
0

9

0

1ST GENERATION TO ATTEND UNIVERSITY

■ Yes ■ No ■ Did not Attend University ■ Prefer not to Say



YES

NO

N:A

PNTS

1

0

7

1

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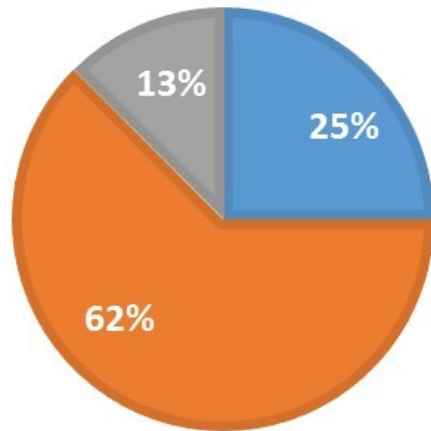
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All Managers



DO YOU CONSIDER THAT YOU WORK FLEXIBLY?

■ Yes ■ No ■ Prefer not to Say



YES

NO

PNTS

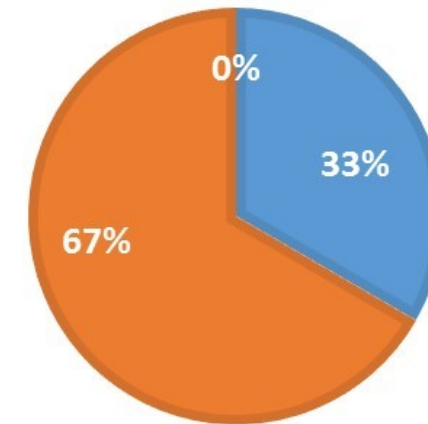
2

5

1

CARING RESPONSIBILITIES - CHILDREN

■ Yes ■ No ■ Prefer not to Say



YES

NO

PNTS

3

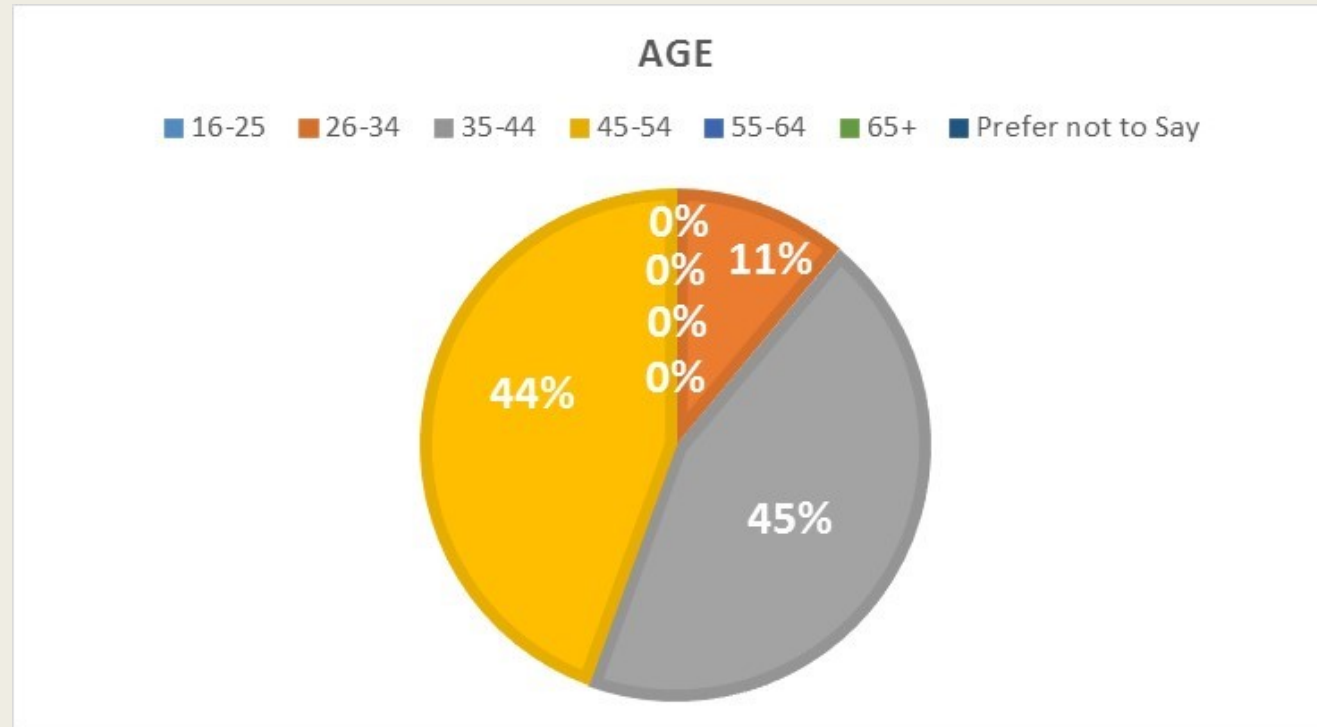
6

0

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All Managers



16-25	26-34	35-44	45-54	55-64	65+	PNTS
0	1	4	4	0	0	0

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