

2024

Equality & Diversity Data



Equality, Diversity &
Wellbeing Committee

Foreword

Old Square Chambers are committed to the principles of Equality and Diversity in all areas of our operations, from our membership and access to the Bar as a profession, to our service provision to our clients, professional and lay.

In accordance with Rule rC110 of the Equality Rules of the Bar Standards Board, the following report outlines an overview of the demographic of Chambers, by protected characteristic.

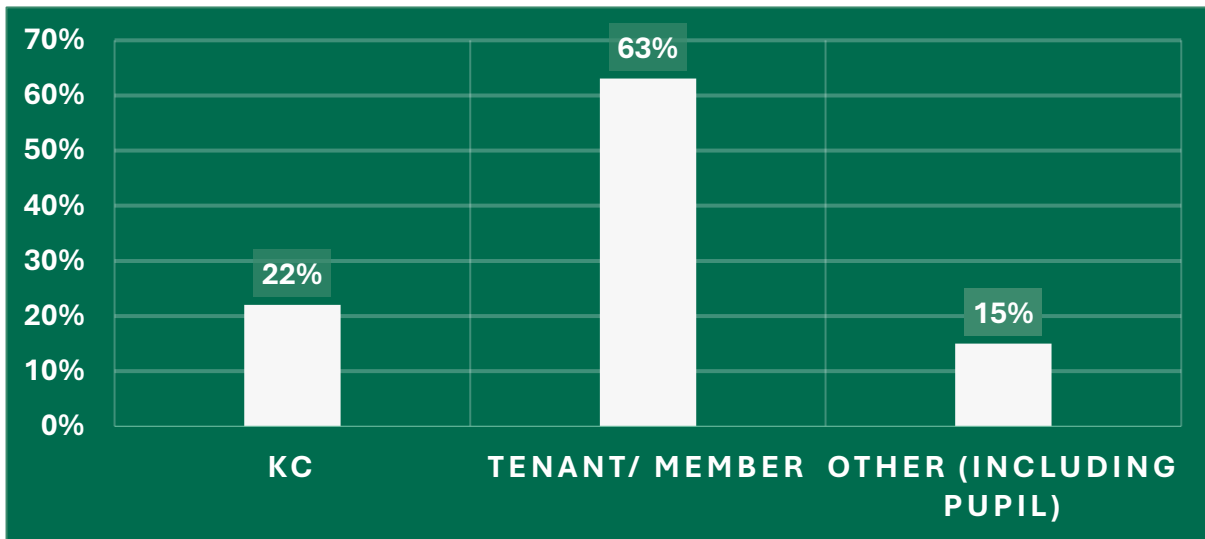
It is important to note that the provision of diversity data was voluntary. As such, a small number of barristers and staff declined to provide diversity data. A proportion of members and staff did not consent to the publication of data if there were fewer than 10 individuals with the same protected characteristic.

Data was provided by 61 barristers and 9 staff. We are therefore publishing the following summary of the responses to the diversity collection questionnaires provided by 72% of those invited to participate.

The data has been analysed by Chambers' Diversity Data Officer as required by the BSB Handbook and Equality Rules Handbook, including by reference to bands of seniority of barristers within Chambers and the responsibilities of staff.

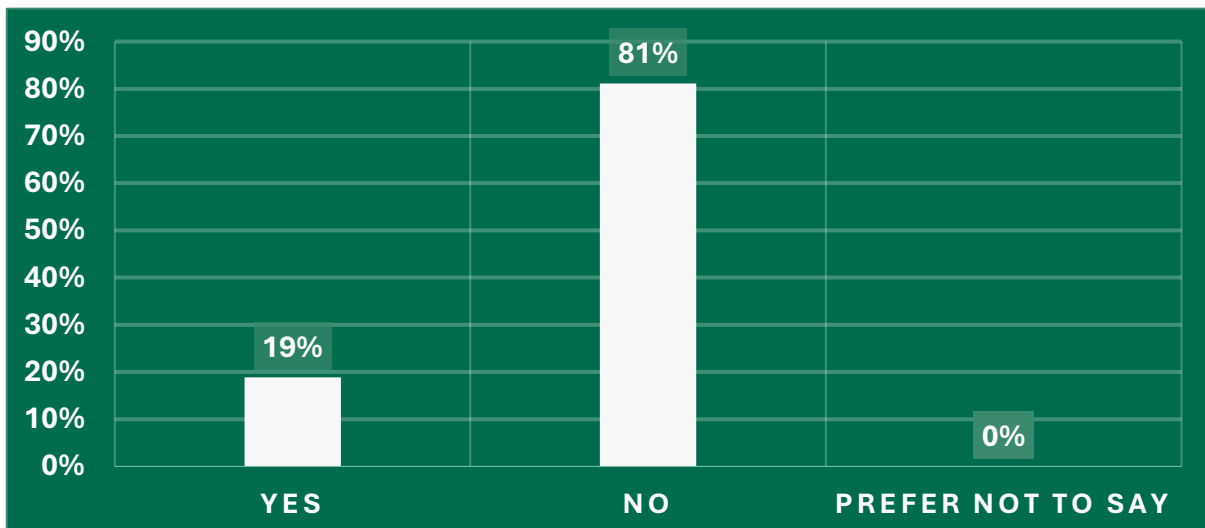
Q1. If you are an authorised person for the purposes of the Legal Services Act 2007 (i.e. you hold a practising certificate issued by one of the approved regulators), please indicate your professional qualification(s) and role (tick all that apply if you are dual qualified and have a current practising certificate from more than one approved regulator):

Answer Choices	Responses
KC	22%
Tenant/ Member	63%
Other (Including Pupil)	15%



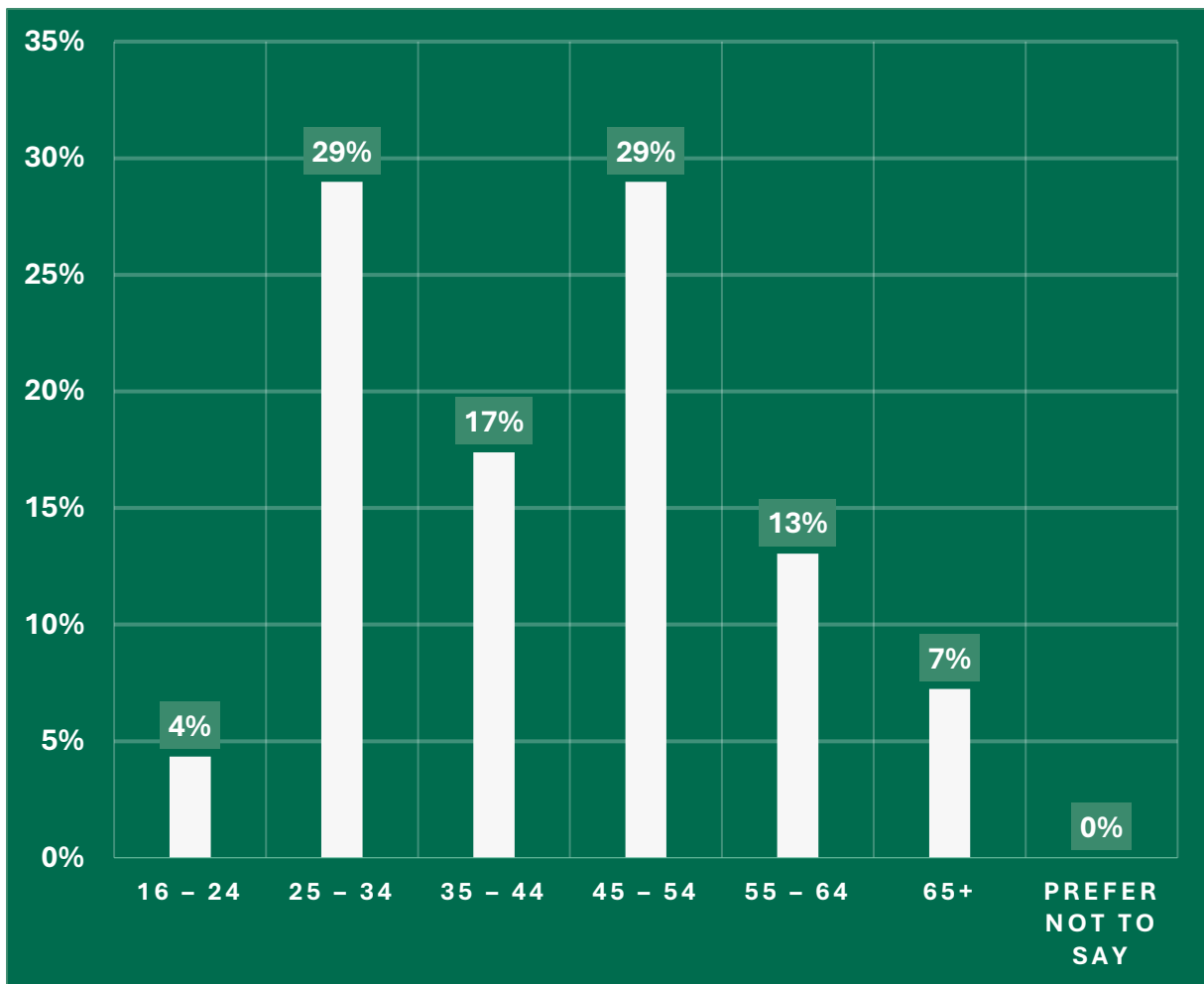
Q2. Do you have responsibility for supervising or managing the work of lawyers or other employees?

Answer Choices	Responses
Yes	19%
No	81%
Prefer not to say	0%



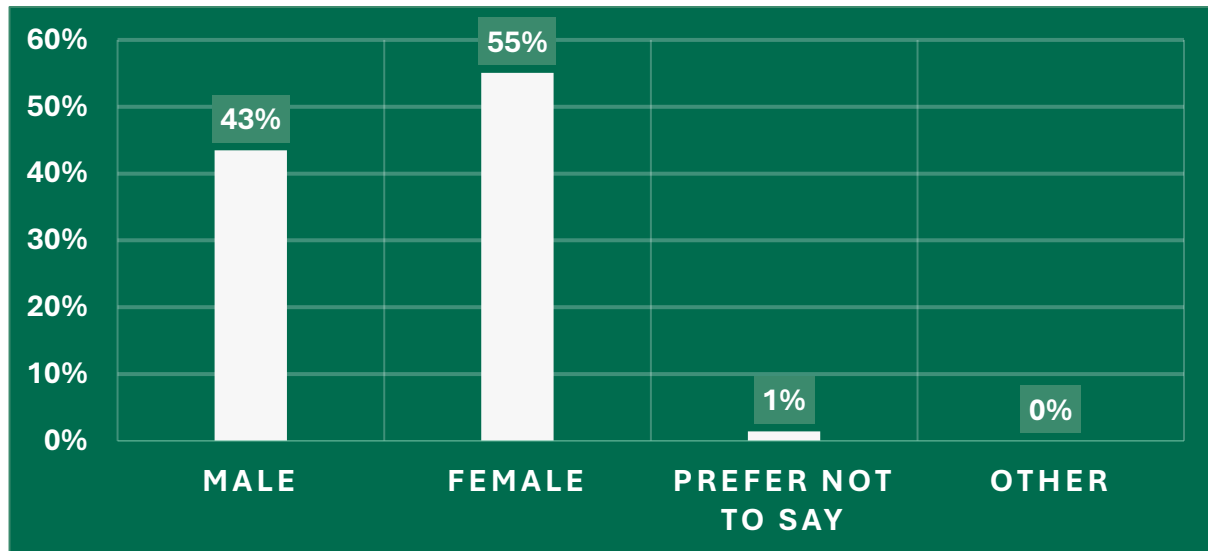
Q3. From the list of age bands below, please indicate the category that includes your current age in years:

Answer Choices	Responses
16 – 24	4%
25 – 34	29%
35 – 44	17%
45 – 54	29%
55 – 64	13%
65+	7%
Prefer not to say	0%



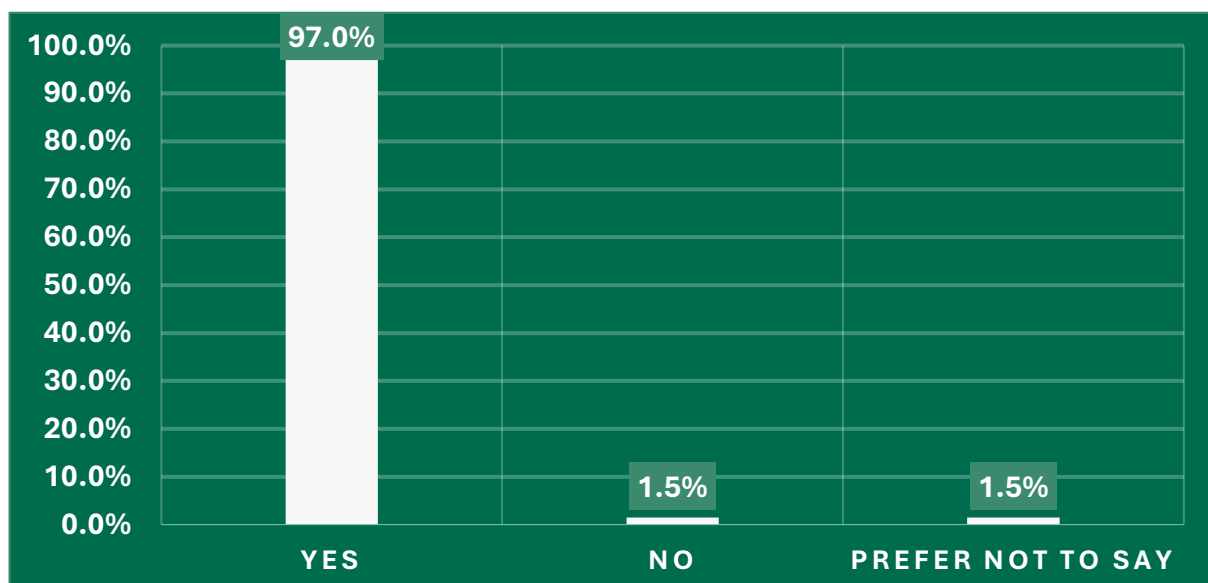
Q4. What is your sex?

Answer Choices	Responses
Male	43%
Female	55%
Other	0%
Prefer not to say	1%



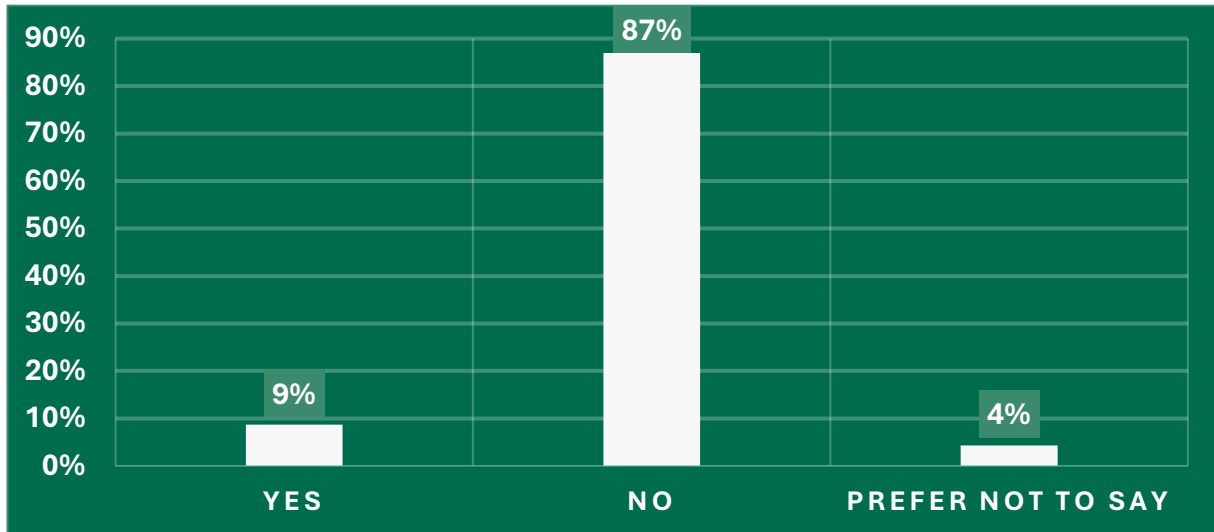
Q5. Is the gender you identify with the same as your sex registered at birth? If no please enter gender identity.

Answer Choices	Responses
Yes	97%
No	1%
Prefer not to say	1%



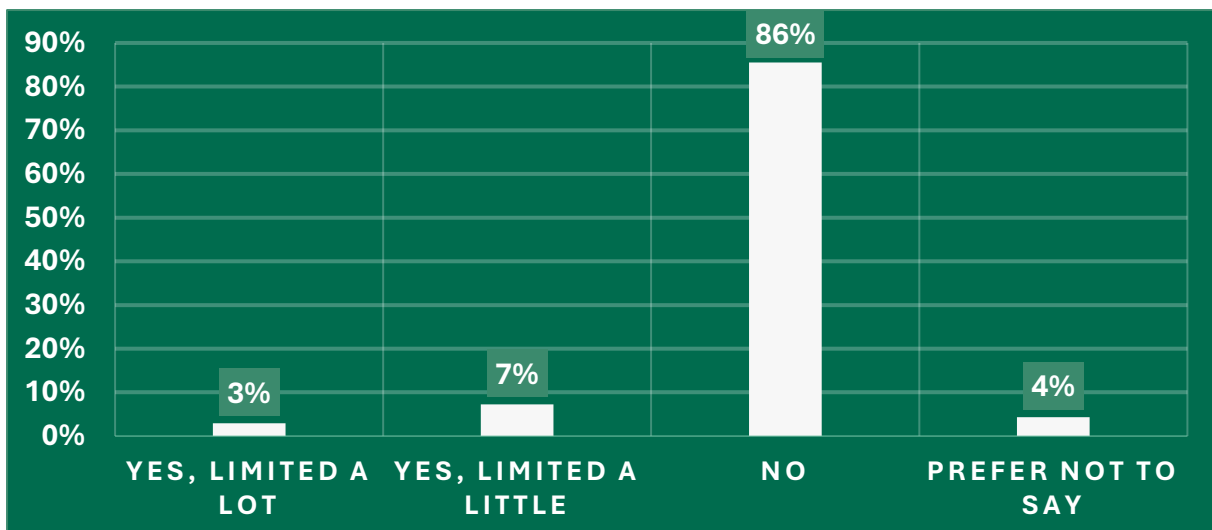
Q6. Do you consider yourself to have a disability according to the definition in the Equality Act?

Answer Choices	Responses
Yes	9%
No	87%
Prefer not to say	4%



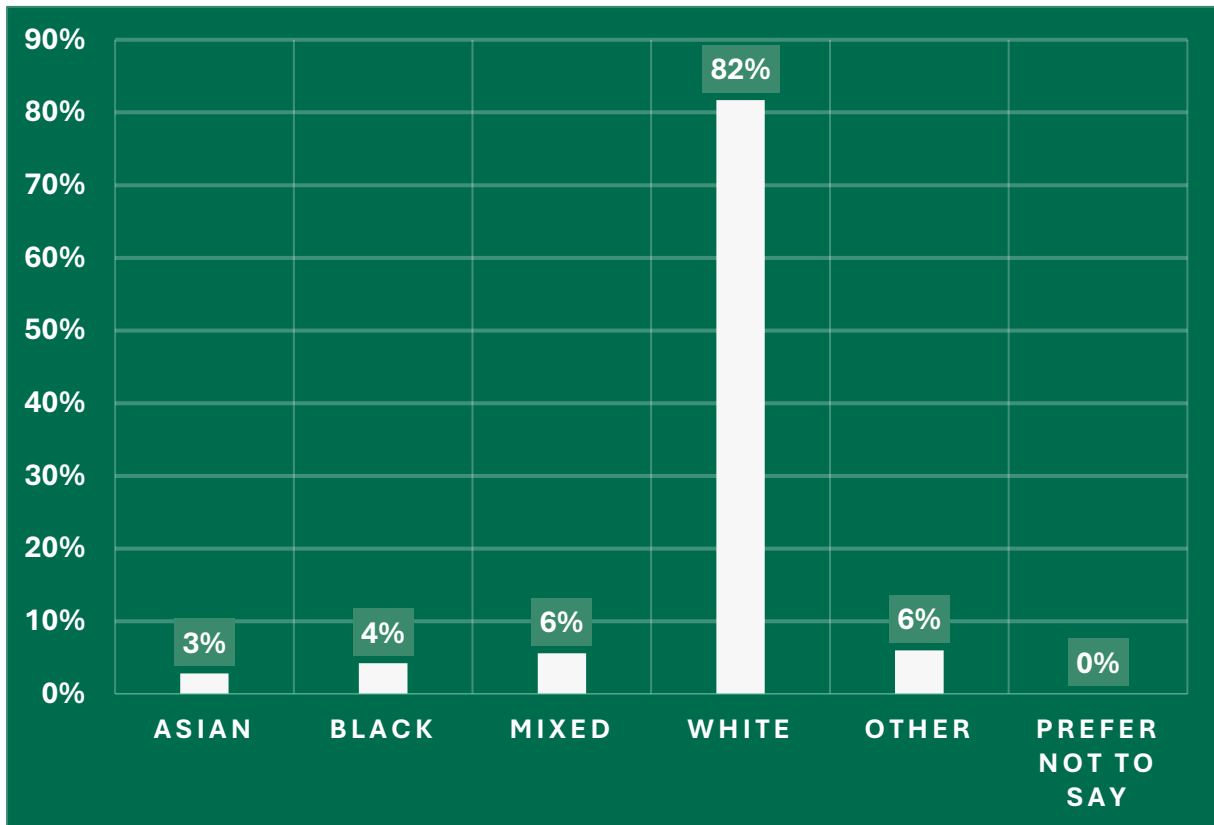
Q7. Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?

Answer Choices	Responses
Yes, limited a lot	3%
Yes, limited a little	7%
No	86%
Prefer not to say	4%



Q8. What is your ethnicity?

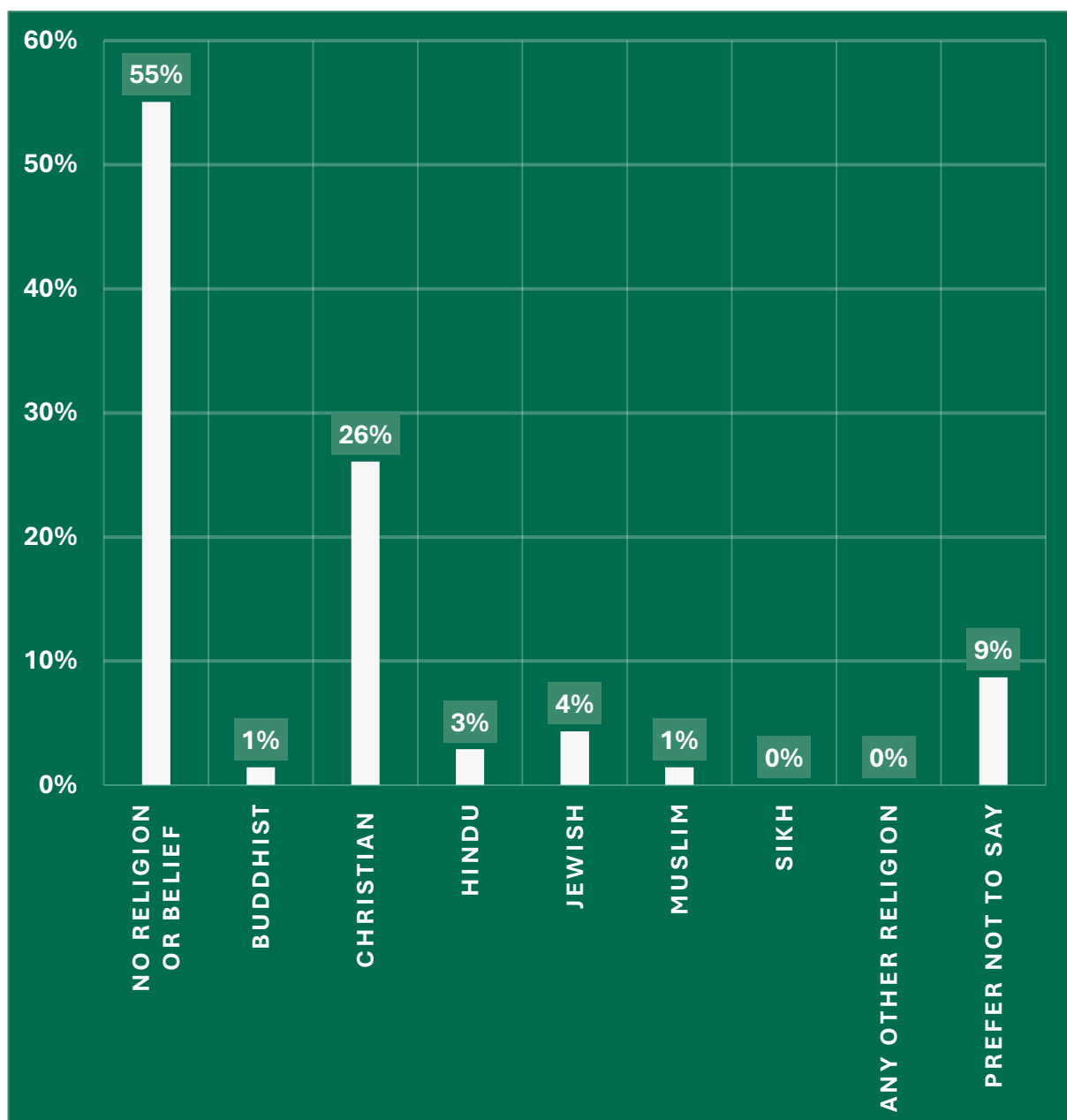
Answer Choices	Responses
Asian	3%
Black	4%
Mixed	6%
White	82%
Other	6%
Prefer not to say	0%



If you would like to review a more in depth breakdown of this data, you can do so by clicking [here](#).

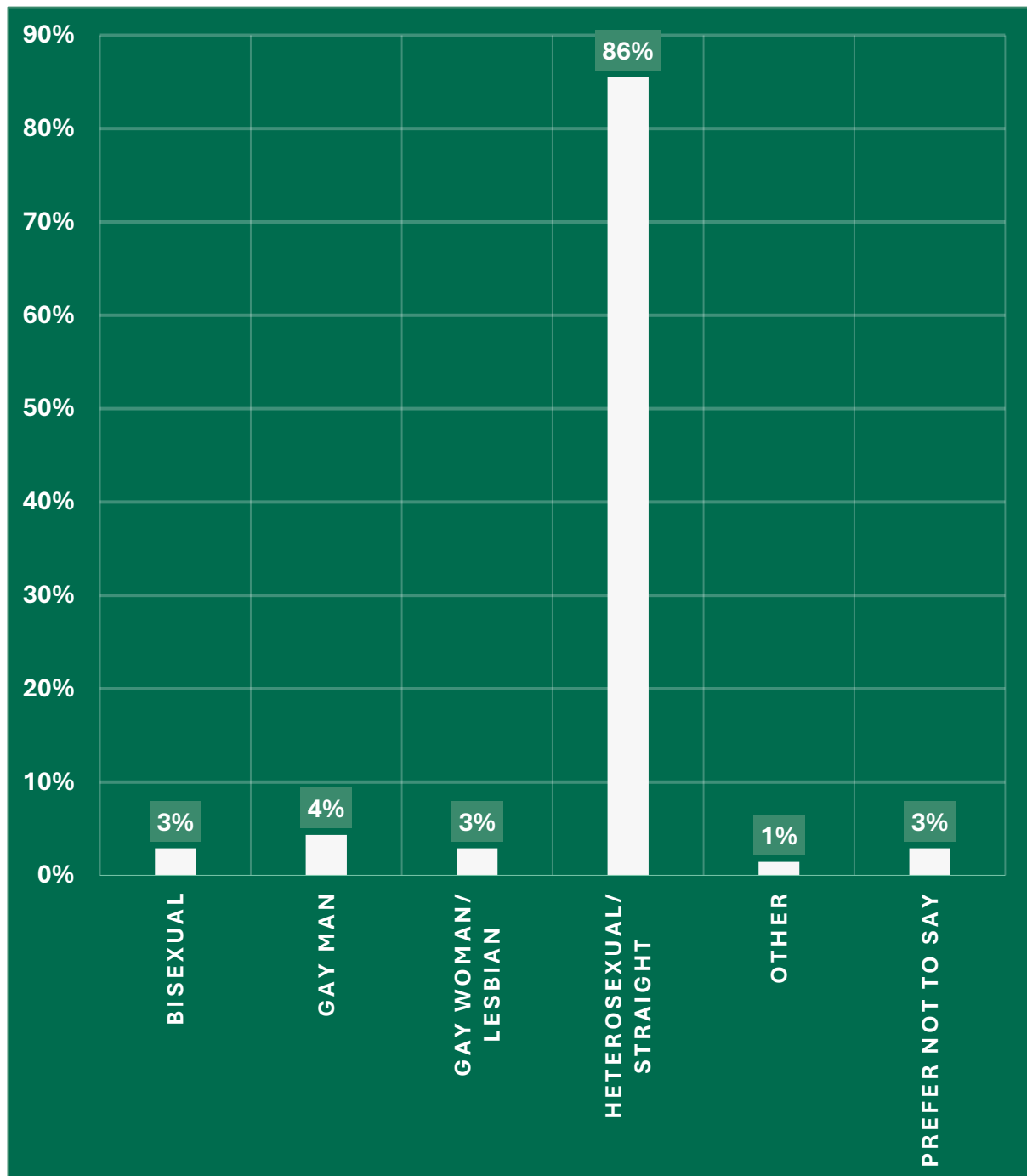
Q9. What is your religion or belief?

Answer Choices	Responses
No religion or belief	55%
Buddhist	1%
Christian (All denominations)	26%
Hindu	3%
Jewish	4%
Muslim	1%
Sikh	0%
Any other religion	0%
Prefer not to say	9%



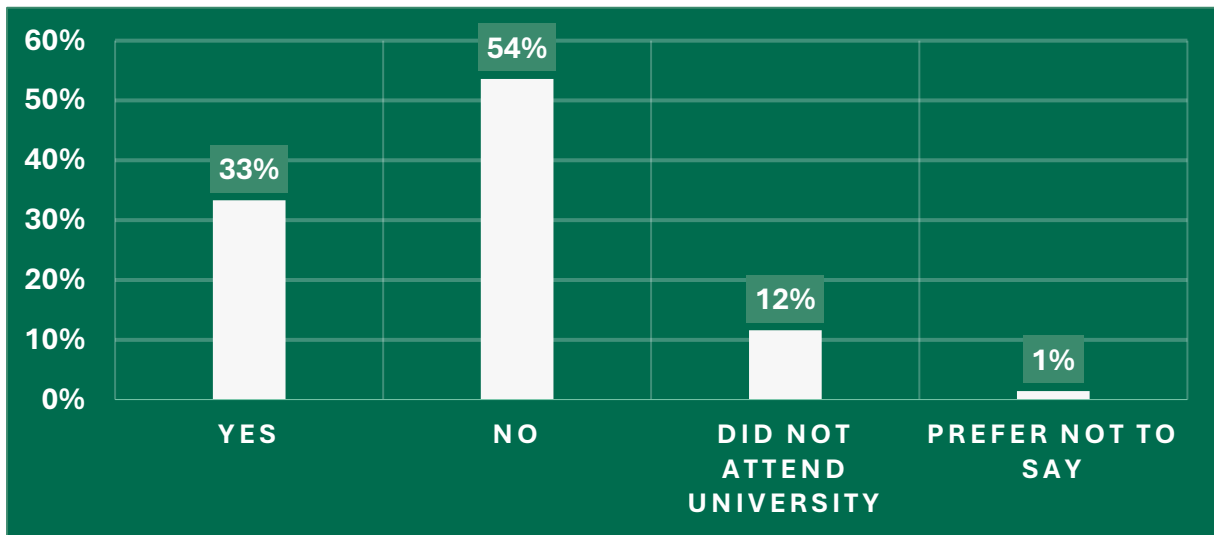
Q10. What is your sexual orientation?

Answer Choices	Responses
Bisexual	3%
Gay Man	4%
Gay Woman / Lesbian	3%
Heterosexual / Straight	86%
Other	1%
Prefer not to say	3%



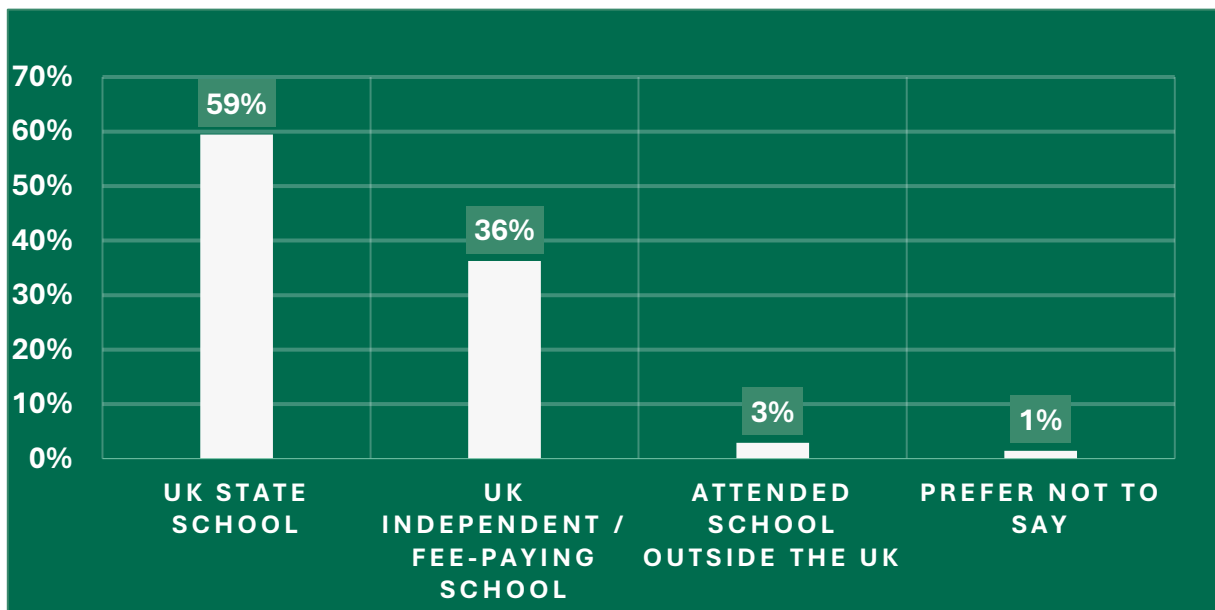
Q11. If you went to University (to study a BA, BSc course or higher), were you part of the first generation of your family to do so?

Answer Choices	Responses
Yes	33%
No	54%
Did not attend University	12%
Prefer not to say	1%



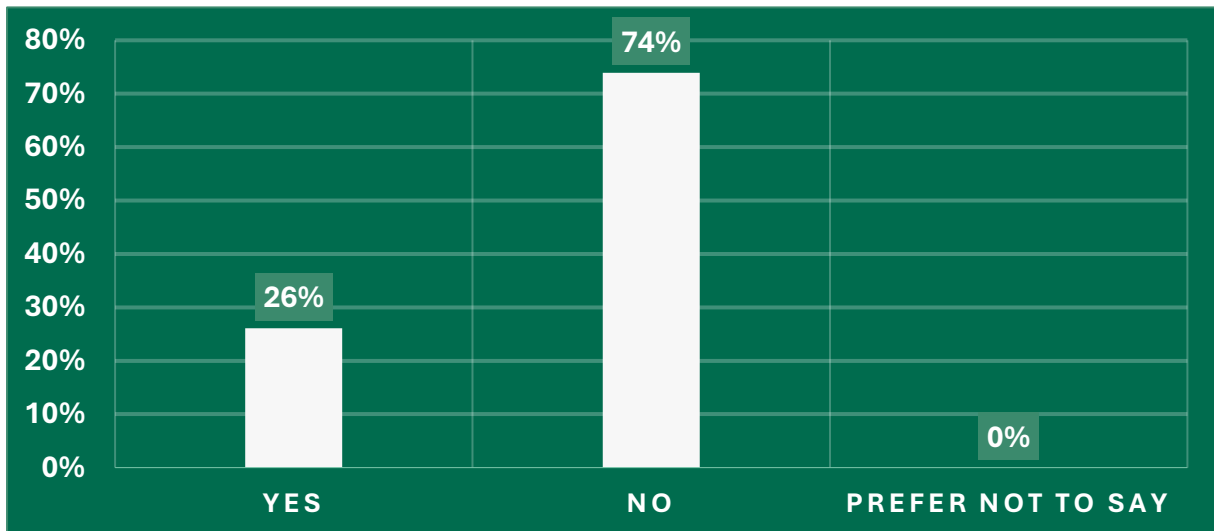
Q12. Did you mainly attend a state or fee paying school between the ages of 11-18?

Answer Choices	Responses
UK State School	59%
UK Independent / Fee-Paying School	36%
Attended School outside the UK	3%
Prefer not to say	1%



Q13. Are you a primary carer for a child or children under 18?

Answer Choices	Responses
Yes	26%
No	74%
Prefer not to say	0%



Q14. Do you look after, or give any help or support to family members, friend, 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)?

Answer Choices	Responses
No	81%
Yes, 1-19 hours a week	16%
Yes, 20-49 hours a week	0%
Yes, 50 or more hours a week	0%
Prefer not to say	3%

