

FENNERS CHAMBERS
SUMMARY OF DIVERSITY DATA

Fenners Chambers treats our members, pupils, staff, clients and applicants equally and fairly, without distinction on grounds of ethnicity, gender, disability, age, sexual orientation or other protected characteristics. We are committed to improving the diversity of our workforce.

We invited our members, pupils and staff to complete a survey with a view to collecting and publishing equality and diversity data. The purpose of the exercise is to provide transparency and to assist us in monitoring the effectiveness of our equality and diversity policies. We are required by the Bar Standards Board to publish a summary of this data every three years.

Equality and diversity data is considered to be information relating to the following characteristics: age, gender, disability, ethnicity, religion or belief, sexual orientation, socio-economic background and caring responsibilities.

The survey was conducted anonymously and in accordance with the BSB rules. Participation in the survey was voluntary. 53% of our barristers and 66% of our staff responded to the survey. Not all questions were answered by every participant. The data summarised below is based on the responses received. The data does not therefore represent a complete analysis of the diversity characteristics of the entirety of Chambers' members, pupils and staff.

In line with BSB guidance, data has not been published where to do so might reasonably lead to the identification of individuals. This means that data has not been published where the number of individuals identified with any characteristic within any category is fewer than 10, save in cases where there is consent from all those to whom the question relates. We have not therefore collated data from our pupils separately as this would create a real risk that individuals could be identified. Any data received from our pupils has been included within the barristers' category. As we have fewer than 10 members of staff at Fenners Chambers, their data has not been published.

The data was collated up to 14 August 2020 and reflects the position at that date.

If you have any queries, please contact Chambers' Diversity Data Officer, Laura Cooke, at clerks@fennerschambers.com

* Denotes fewer than 10 respondents in a given category

1. AGE

Please indicate the category that includes your current age:

	Barristers
16-24	0
25-34	*
35-44	12
45-54	*
55-64	*

65+	*
Prefer not to say	1

2. **GENDER**

What is your gender?

	Barristers
Male	*
Female	18
Prefer not to say	3

3. **GENDER IDENTITY**

Is your gender identity the same as the sex that you were assigned at birth?

	Barristers
Yes	25
No	0
Prefer not to say	4

4. **DISABILITY**

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

	Barristers
Yes	*
No	24
Prefer not to say	2

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

	Barristers
Yes – limited a little	0
Yes – limited a lot	*
No	23
Prefer not to say	4

5. **ETHNIC GROUP**

What is your ethnic group?

	Barristers
Asian/Asian British	*
Black/African/Caribbean/ Black British	*

Mixed/multiple ethnic groups	*
White	24
Other	0
Prefer not to say	1

6. **RELIGION**

What is your religion or belief?

	Barristers
None	*
Buddhist	0
Christian (all denominations)	20
Hindu	0
Jewish	0
Muslim	*
Sikh	0
Other	0
Prefer not to say	1

7. **SEXUAL ORIENTATION**

What is your sexual orientation?

	Barristers
Bisexual	0
Gay man	0
Gay woman/lesbian	0
Heterosexual/straight	27
Other	0
Prefer not to say	2

8. **SOCIO-ECONOMIC BACKGROUND**

If you went to University, were you part of the first generation of your family to do so?

	Barristers
Yes	17
No	10
Did not attend University	0
Prefer not to say	2

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

	Barristers
UK State School	17

UK Independent/Fee-paying	*
Attended school outside the UK	*
Prefer not to say	4

9. CARING RESPONSIBILITIES

Are you a primary carer for a child/children under 18?

	Barristers
Yes	10
No	18
Prefer not to say	1

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 and/or problems related to old age?

	Barristers
No	18
Yes - 1 to 19 hours per week	*
Yes - 20 to 49 hours per week	0
Yes - 50+ hours per week	0
Prefer not to say	2