



SIX PUMP COURT

Diversity Data Report 2023

Introduction

In accordance with the Bar Standards Board's Equality and Diversity Rules, Six Pump Court has collected and published, by means of this report, a summary of the diversity data collected between 17th January and 3rd February 2023.

The survey was voluntary and conducted in accordance with the Bar Standard Board's guidance on diversity data collection and publication (§7 Supporting Information, BSB Handbook Equality Rules) and in accordance with Chambers' Diversity Data Policy. The survey was conducted in such a way as to guarantee the anonymity of those who contributed.

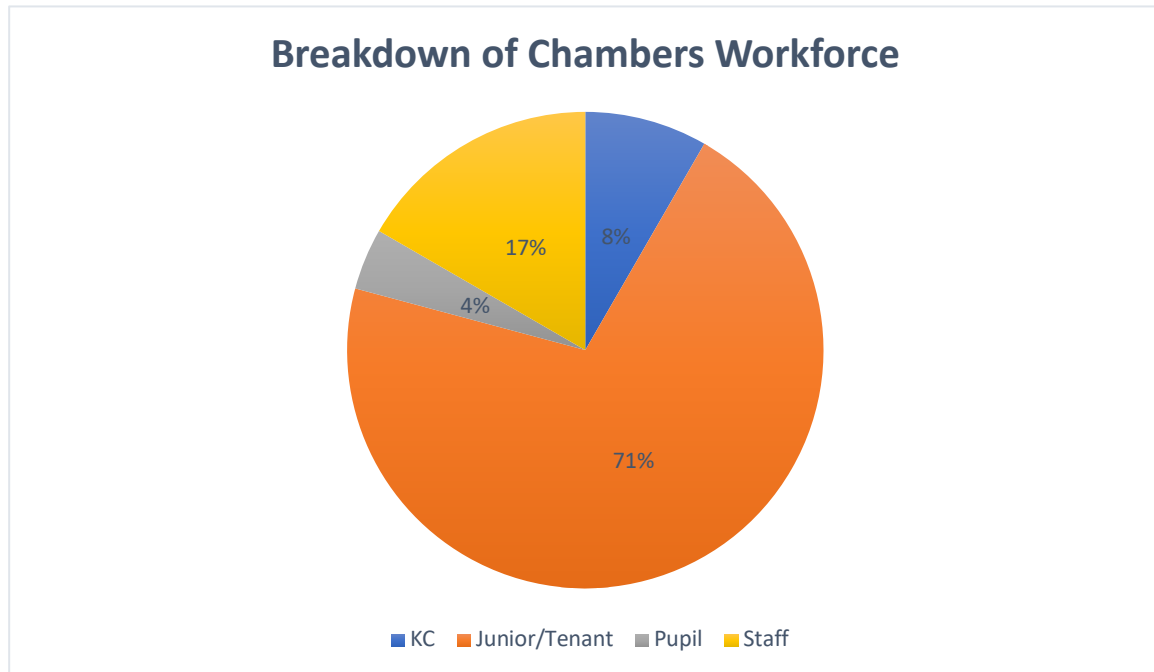
68 individuals were given the opportunity to provide diversity data. 48 individuals responded. A participation rate of 71%.

This report summarises in anonymous form the breakdown of Chambers' diversity data in respect of those categories identified by the Bar Standards Board for those who participated in the exercise. The data summarised may not reflect the position if all those eligible to participate had chosen to do so.

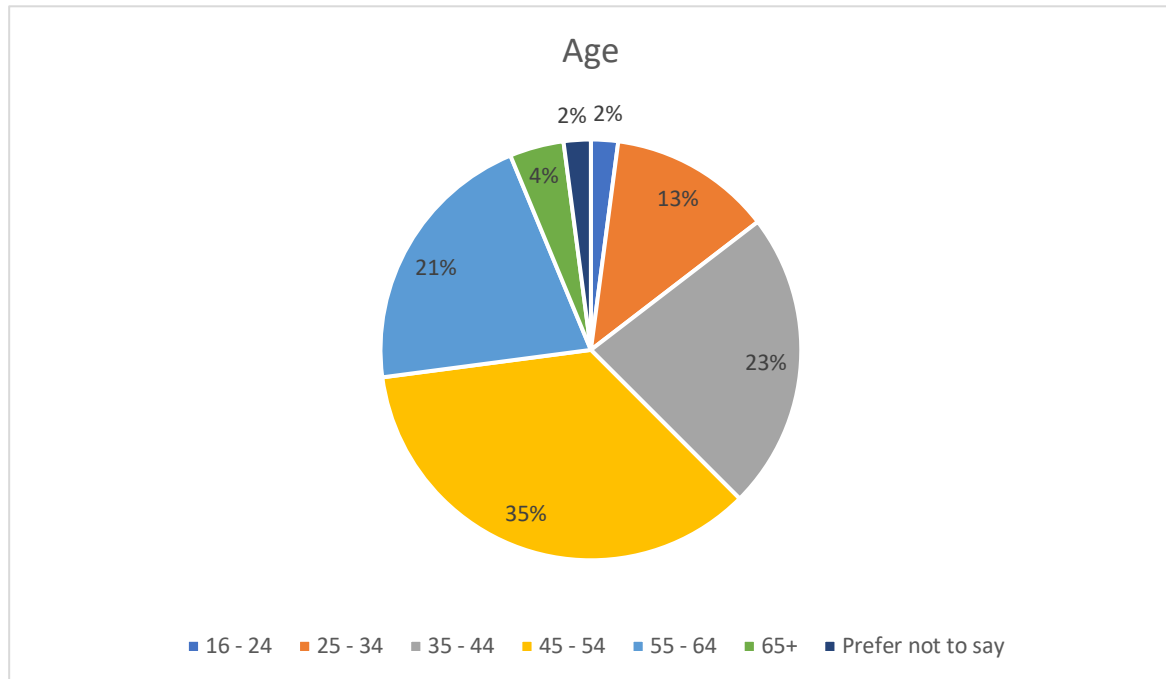
Given the total number of those participating in the data collection exercise, where the number of individuals identified with any characteristic was fewer than 10 and/or there was a risk that the publication of the anonymised data could lead to identification of diversity characteristics in connection with an individual, and the consent conditions for publishing such data were not met, those characteristics do not feature in this report.

Chambers Workforce:

The following is a breakdown of Chambers' workforce, as at January 2023.



Role:	Response	Percentage
Barrister - KC	4	8%
Barrister– Tenant/Member	34	71%
Barrister – Pupil	2	4%
Staff	8	17%

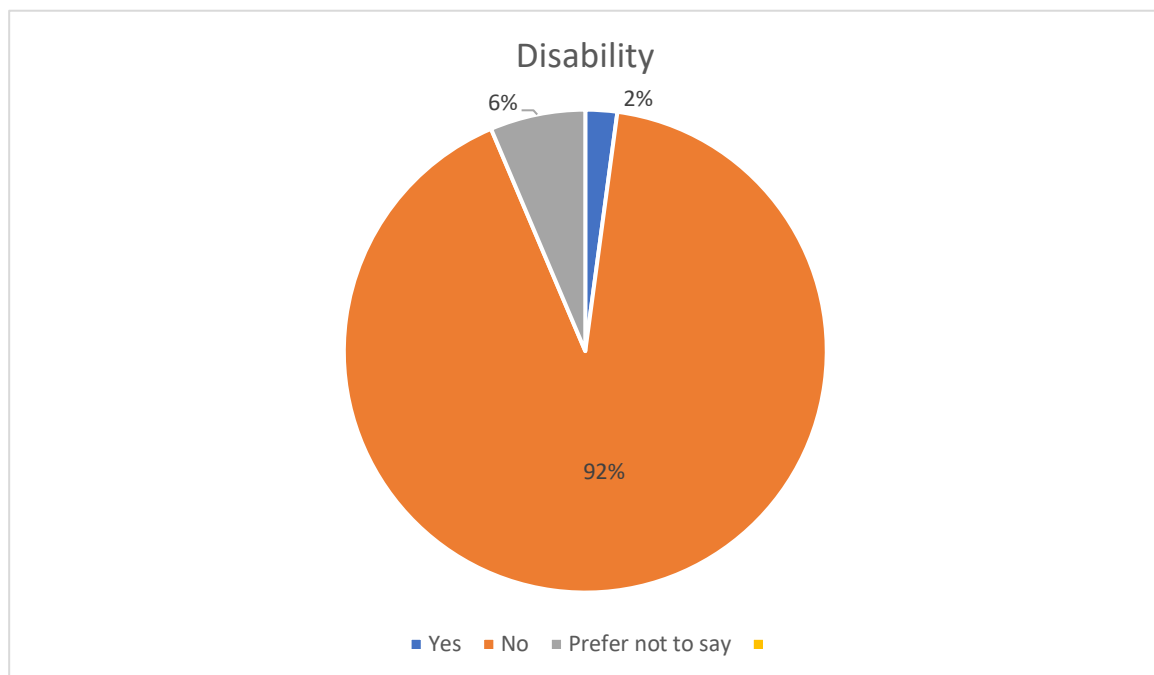
Age:

Age	Total	Percentage
16 – 24	1	2%
25 – 34	6	13%
35 – 44	11	23%
45 – 54	17	35%
55 – 64	10	21%
65+	2	4%
Prefer not to say	1	2%

Disability:

The Equality Act 2010 generally defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities.

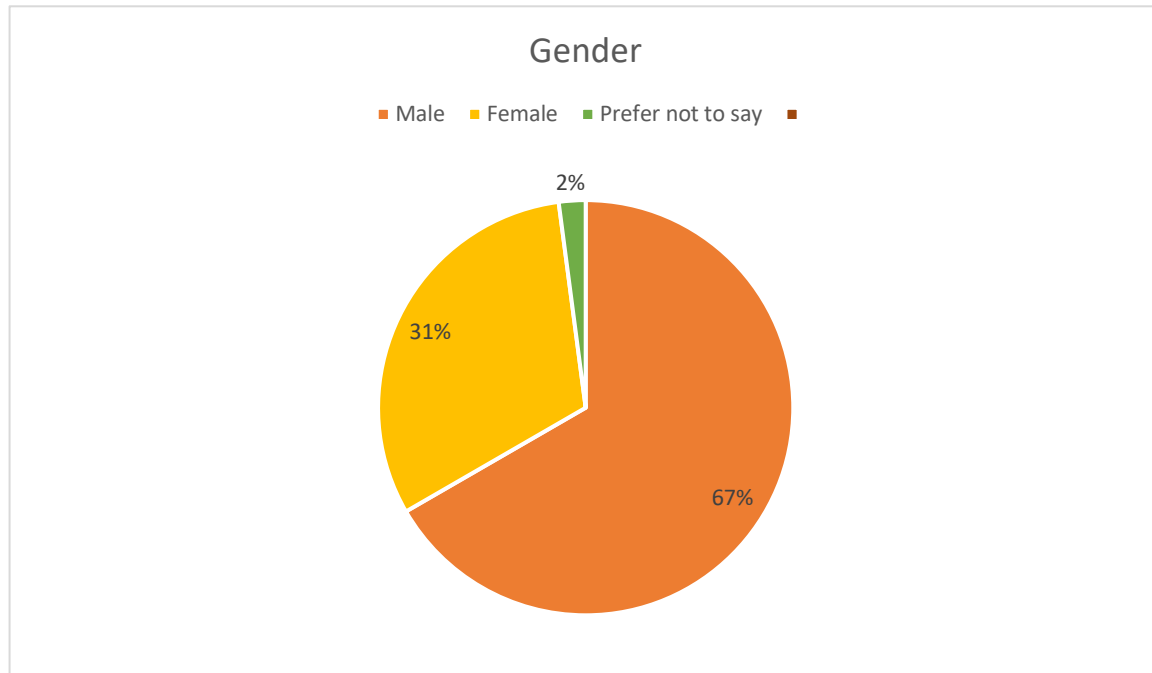
a) Do you consider yourself to have a disability according to the definition in the Equality Act 2010?



Disability	Total	Percentage
Yes	1	2%
No	43	92%
Prefer not to say	3	6%

b) 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?

	Total	Percentage
Yes, limited a lot	1	2%
Yes, limited a little	4	10%
No	35	83%
Prefer not to say	2	5%

Gender:

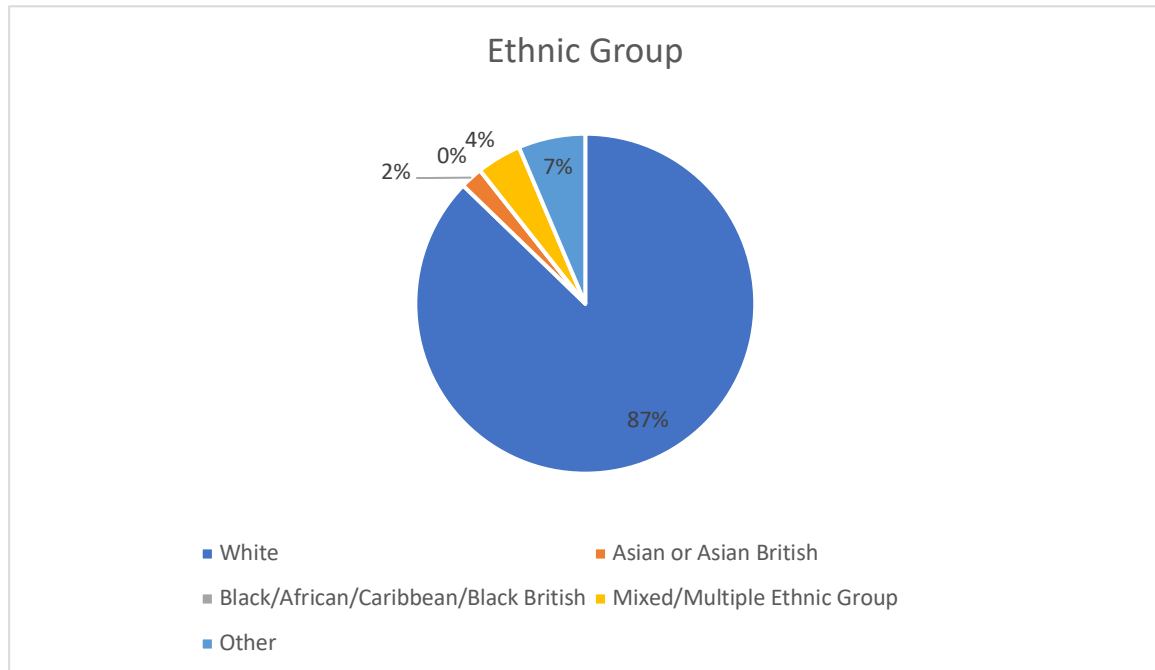
Gender	Total	Percentage
Male	32	67%
Female	15	31%
Prefer not to say	1	2%

Gender Identity:

This question is designed to gather trans data e.g. whether your gender identity and/or gender expression differs from your birth sex. A trans person may not seek to undergo gender reassignment hormonal treatment/surgery.

Is the gender you identify with the same as your sex registered at birth?

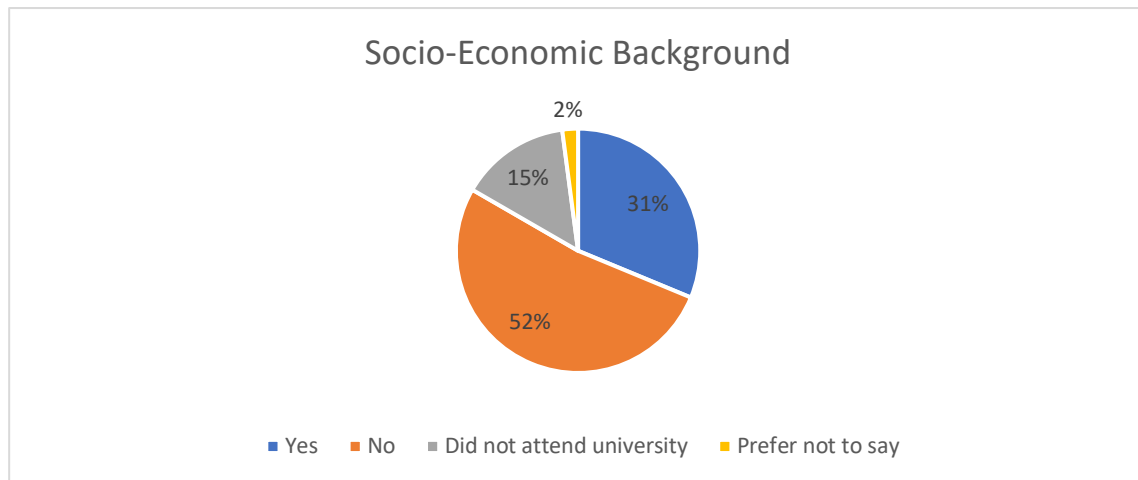
Gender Identity	Total	Percentage
Yes	47	98
No	0	0
Prefer not to say	1	2

Ethnic Group:

Ethnic Group	Total	Percentage
White	41	87%
Asian or Asian British	1	2%
Mixed or Multiple Ethnic	1	2%
Black /African/Caribbean/Black British	0	0%
Other	3	7%

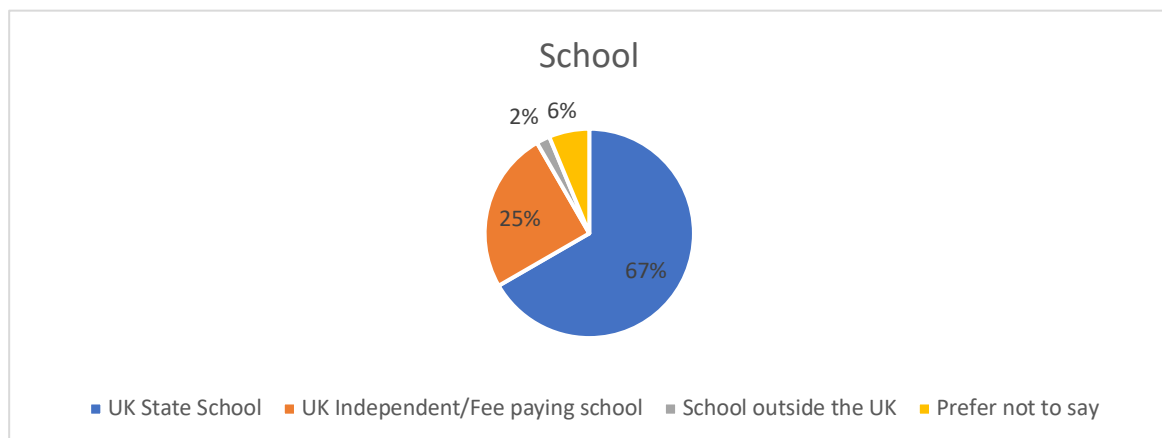
Socio-Economic Background:

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?



	Total	Percentage
Yes	15	31%
No	25	52%
Did not attend University	7	15%
Prefer not to say	1	2%

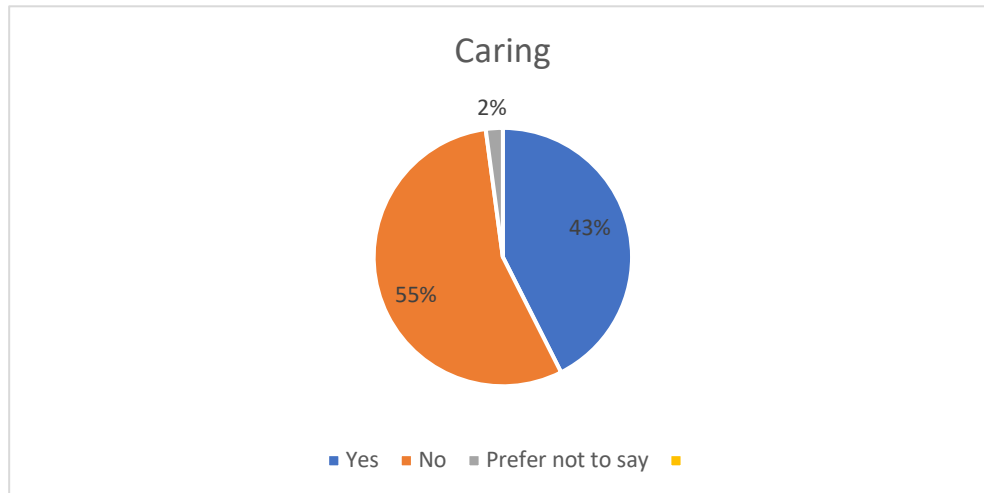
What kind of school did you attend?



School Type	Total	Percentage
UK State School	32	67%
UK Independent/Fee paying	12	25%
School outside the UK	1	2%
Prefer not to say	3	6%

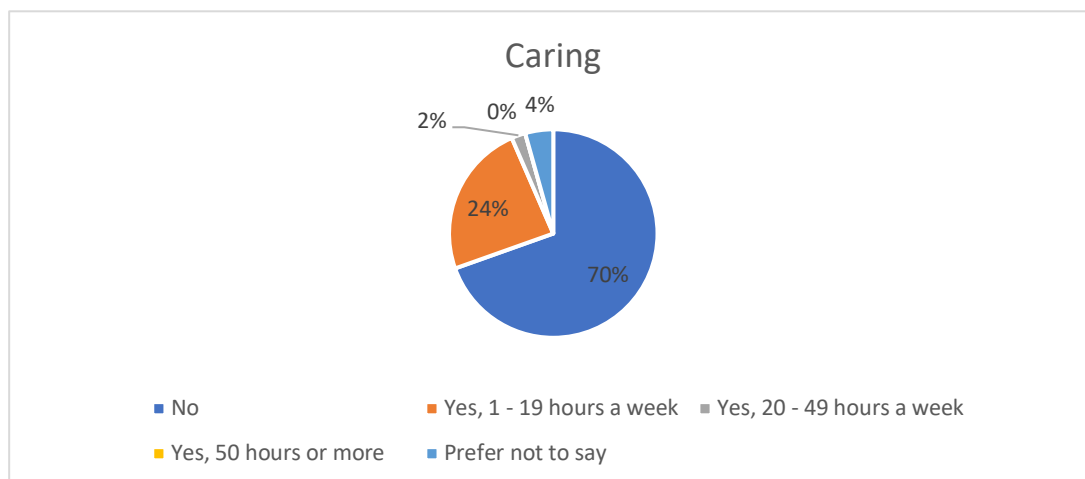
Caring Responsibilities:

Are you the primary carer for a child or children under 18 years old?



Caring Responsibilities	Total	Percentage
Yes	20	43%
No	26	55%
Prefer not to say	1	2%

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 or problems related to old age?



Caring	Total	Percentage
No	32	70%
Yes, 1 – 19 hours per week	11	23%

Yes, 20 – 49 hours per week	1	2%
Yes, 50 hours or more per week	0	0
Prefer not to say	2	4%