

## 8 New Square Diversity Data Collection 2022

8 New Square Chambers has conducted a survey in accordance with the Bar Standards Board Code of Conduct, in order to collect and publish equality and diversity data. BSB rules aim to provide transparency in recruitment and to encourage diversity in the profession.

Participation was voluntary and the survey was conducted anonymously as per the BSB rules. 92 % of the workforce participated in the survey. The data summarised below is based on the responses actually received, and may not reflect the position that would have applied if all those eligible to participate had chosen to do so.

Total numbers may differ from category to category because a response to each question is voluntary and certain members of the workforce have chosen to respond "Prefer Not to Say" in relation to certain questions.

### Age

	16-24	25-34	35-44	45-54	55-64	65+	Prefer not to say	Missing Data
<b>KC</b>				5	4			3
<b>Tenant/Member</b>		7	6	3			2	
<b>Other (including Pupil)</b>								
<b>Any role directly supporting a fee earner (eg legal Secretary, Administrator, Barrister's Clerk/Practice Manager, Legal Assistant, paralegal)</b>	2	1	1	2	2	1		
<b>A Managerial Role (eg Director/non-lawyer Partner, Chief Executive, Practice Director or similar, Head of Legal Practice, Head of Finance &amp; Administration)</b>			1	1	1			

## Gender

	Male	Female	Prefer not to say	Missing Data
<b>KC</b>	7	2		3
<b>Tenant/Member</b>	10	7	1	
<b>Other (including Pupil)</b>				
<b>Any role directly supporting a fee earner (eg legal Secretary, Administrator, Barrister's Clerk/Practice Manager, Legal Assistant, paralegal)</b>	5	1	1	
<b>A Managerial Role (eg Director/non-lawyer Partner, Chief Executive, Practice Director or similar, Head of Legal Practice, Head of Finance &amp; Administration)</b>	3	2		

## Gender Identity

Gender the same as assigned at birth

	Yes	No	Prefer not to say	Missing Data
<b>KC</b>	9			3
<b>Tenant/Member</b>	16		2	
<b>Other (including Pupil)</b>				
<b>Any role directly supporting a fee earner (eg legal Secretary, Administrator, Barrister's Clerk/Practice Manager, Legal Assistant, paralegal)</b>	7		1	

<b>A Managerial Role (eg Director/non-lawyer Partner, Chief Executive, Practice Director or similar, Head of Legal Practice, Head of Finance &amp; Administration</b>	4			
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**Disability**

	<b>Yes</b>	<b>No</b>	<b>Prefer not to say</b>	<b>Missing Data</b>
<b>KC</b>	1	8		3
<b>Tenant/Member</b>	1	15	2	
<b>Other (including Pupil)</b>				
<b>Any role directly supporting a fee earner (eg legal Secretary, Administrator, Barrister's Clerk/Practice Manager, Legal Assistant, paralegal)</b>		6	1	
<b>A Managerial Role (eg Director/non-lawyer Partner, Chief Executive, Practice Director or similar, Head of Legal Practice, Head of Finance &amp; Administration</b>		5		

**Ethnicity (two tables)**

	<b>Any other Black/ Caribbean/ Black British</b>	<b>White and Asian</b>	<b>White and Black African</b>	<b>White and Black Caribbean</b>	<b>White and Chinese</b>	<b>Any other mixed/ multiple ethnic background</b>
<b>KC</b>	2					



<b>Any role directly supporting a fee earner (eg legal Secretary, Administrator, Barrister's Clerk/Practice Manager, Legal Assistant, paralegal)</b>	6						1	
<b>A Managerial Role (eg Director/non-lawyer Partner, Chief Executive, Practice Director or similar, Head of Legal Practice, Head of Finance &amp; Administration)</b>	5							

**Religion or belief (two tables)**

	<b>No religion or belief</b>	<b>Buddhist</b>	<b>Christian (all denominations)</b>	<b>Hindu</b>	<b>Jewish</b>
<b>KC</b>	5		4		
<b>Tenant/Member</b>	11	1	3		
<b>Other (including Pupil)</b>					
<b>Any role directly supporting a fee earner (eg legal Secretary, Administrator, Barrister's Clerk/Practice Manager, Legal Assistant, paralegal)</b>	5				

<b>A Managerial Role (eg Director/non-lawyer Partner, Chief Executive, Practice Director or similar, Head of Legal Practice, Head of Finance &amp; Administration)</b>	1		4		
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	<b>Muslim</b>	<b>Sikh</b>	<b>Any other religion</b>	<b>Prefer not to say</b>	<b>Missing data</b>
<b>KC</b>					3
<b>Tenant/Member</b>				3	
<b>Other (including Pupil)</b>					
<b>Any role directly supporting a fee earner (eg legal Secretary, Administrator, Barrister's Clerk/Practice Manager, Legal Assistant, paralegal)</b>				1	
<b>A Managerial Role (eg Director/non-lawyer Partner, Chief Executive, Practice Director or similar, Head of Legal Practice, Head of Finance &amp; Administration)</b>					

## Socio-economic background

First generation to attend university

	Yes	No	Did not attend University	Prefer not to say	Missing data
<b>KC</b>	3	6			3
<b>Tenant/Member</b>	4	12		2	
<b>Other (including Pupil)</b>					
<b>Any role directly supporting a fee earner (eg legal Secretary, Administrator, Barrister's Clerk/Practice Manager, Legal Assistant, paralegal)</b>	2	1	4		
<b>A Managerial Role (eg Director/non-lawyer Partner, Chief Executive, Practice Director or similar, Head of Legal Practice, Head of Finance &amp; Administration)</b>	2	3			

School type

	UK State School	UK Independent/ Fee paying school	Attended school outside the UK	Prefer not to say	Missing data
<b>KC</b>	4	5			3
<b>Tenant/Member</b>	10	5	2	1	
<b>Other (including Pupil)</b>					
<b>Any role directly supporting a fee</b>	7			1	

<b>earner (eg legal Secretary, Administrator, Barrister's Clerk/Practice Manager, Legal Assistant, paralegal)</b>					
<b>A Managerial Role (eg Director/non-lawyer Partner, Chief Executive, Practice Director or similar, Head of Legal Practice, Head of Finance &amp; Administration)</b>	4				

### Caring responsibilities

Primary carer child(ren) under 18 years

	<b>Yes</b>	<b>No</b>	<b>Prefer not to say</b>	<b>Missing Data</b>
<b>KC</b>	2	7		3
<b>Tenant/Member</b>	7	9	1	1
<b>Other (including Pupil)</b>				
<b>Any role directly supporting a fee earner (eg legal Secretary, Administrator, Barrister's Clerk/Practice Manager, Legal Assistant, paralegal)</b>	2	6		
<b>A Managerial Role (eg Director/non-lawyer Partner, Chief Executive, Practice Director or similar, Head of Legal Practice, Head of Finance &amp; Administration)</b>	1	3		



Carer for family/friends/others

	No	Yes 1-19 hours a week	Yes 20-49 hours a week	Yes 50 or more hours a week	Prefer not to say	Missing data
<b>KC</b>	9					3
<b>Tenant/Member</b>	14	2			2	
<b>Other (including Pupil)</b>						
<b>Any role directly supporting a fee earner (eg legal Secretary, Administrator, Barrister's Clerk/Practice Manager, Legal Assistant, paralegal)</b>	6	1				
<b>A Managerial Role (eg Director/non- lawyer Partner, Chief Executive, Practice Director or similar, Head of Legal Practice, Head of Finance &amp; Administration</b>	5					

Sexual orientation

	Bisexual	Gay Man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	Missing Data
<b>KC</b>				9			3

<b>Tenant/Member</b>	1			14		3	
<b>Other (including Pupil)</b>							
<b>Any role directly supporting a fee earner (eg legal Secretary, Administrator, Barrister's Clerk/Practice Manager, Legal Assistant, paralegal)</b>				6		1	
<b>A Managerial Role (eg Director/non- lawyer Partner, Chief Executive, Practice Director or similar, Head of Legal Practice, Head of Finance &amp; Administration</b>				4		1	