

8 New Square Diversity Data Collection 2025

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. 78% 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/were present 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 may have chosen to respond “Prefer Not to Say” in relation to certain questions.

Age

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

Gender

	Male	Female	Prefer not to say	Missing Data
KC	8	2		
Tenant/Member	8	5		
Other (including Pupil)	1	1		
Any role directly supporting a fee earner (eg legal Secretary, Administrator, Barrister's Clerk/Practice Manager, Legal Assistant, paralegal)	5	1	1	
A Managerial Role (eg Director/non-lawyer Partner, Chief Executive, Practice Director or similar, Head of Legal Practice, Head of Finance & Administration)	2	1		

Gender Identity

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

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

	Yes	No	Prefer not to say	Missing Data
KC	9		1	
Tenant/Member	13			
Other (including Pupil)	2			
Any role directly supporting a fee earner (eg legal	6		1	

Secretary, Administrator, Barrister's Clerk/Practice Manager, Legal Assistant, paralegal)				
A Managerial Role (eg Director/non-lawyer Partner, Chief Executive, Practice Director or similar, Head of Legal Practice, Head of Finance & Administration	2		1	

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?

	Yes	No	Prefer not to say	Missing Data
KC		9	1	
Tenant/Member		13		
Other (including Pupil)		2		
Any role directly supporting a fee earner (eg legal Secretary, Administrator, Barrister's Clerk/Practice Manager, Legal Assistant, paralegal)		6	1	
A Managerial Role (eg Director/non-lawyer Partner, Chief Executive, Practice Director or similar, Head of Legal Practice, Head of		3		

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- (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?

	Yes, limited a lot	Yes, limited a little	No	Prefer not to say	Missing Data
KC			9	1	
Tenant/Member		1	12		
Other (including Pupil)			2		
Any role directly supporting a fee earner (eg legal Secretary, Administrator, Barrister's Clerk/Practice Manager, Legal Assistant, paralegal)			6	1	
A Managerial Role (eg Director/non-lawyer Partner, Chief Executive, Practice Director or similar, Head of Legal Practice, Head of Finance & Administration)					

Ethnic Group (three tables)

	Bangladeshi	Chinese	Indian	Pakistani	Any other Asian background	African	Caribbean
KC							
Tenant/Member							

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

	Any other Black/ Caribbean/ Black British	White and Asian	White and Black African	White and Black Caribbean	White and Chinese	Any other mixed/ multiple ethnic background
KC	1					1
Tenant/Member		1				1
Other (including Pupil)		1				
Any role directly supporting a fee earner (eg legal Secretary, Administrator, Barrister's						

Clerk/Practice Manager, Legal Assistant, paralegal)						
A Managerial Role (eg Director/non-lawyer Partner, Chief Executive, Practice Director or similar, Head of Legal Practice, Head of Finance & Administration						

	British English Welsh Northern Irish Scottish	Irish	Gypsy or Irish Traveller	Any other white background	Arab	Any other ethnic group	Prefer not to say
KC	6			1			1
Tenant/Member	10			1			
Other (including Pupil)							
Any role directly supporting a fee earner (eg legal Secretary, Administrator, Barrister's Clerk/Practice Manager, Legal Assistant, paralegal)	5						1
A Managerial Role (eg Director/non- lawyer Partner, Chief Executive,	3						

Practice Director or similar, Head of Legal Practice, Head of Finance & Administration							
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Religion or belief (two tables)

	No religion or belief	Buddhist	Christian (all denominations)	Hindu	Jewish
KC	6		4		
Tenant/Member	7		3		
Other (including Pupil)	1			1	
Any role directly supporting a fee earner (eg legal Secretary, Administrator, Barrister's Clerk/Practice Manager, Legal Assistant, paralegal)	5				
A Managerial Role (eg Director/non-lawyer Partner, Chief Executive, Practice Director or similar, Head of Legal Practice, Head of Finance & Administration)			3		

	Muslim	Sikh	Any other religion	Prefer not to say	Missing data
KC					

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

Socio-economic background

- (a) 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?

	Yes	No	Did not attend University	Prefer not to say	Missing data
KC	1	8		1	
Tenant/Member	3	10			
Other (including Pupil)		2			

Any role directly supporting a fee earner (eg legal Secretary, Administrator, Barrister's Clerk/Practice Manager, Legal Assistant, paralegal)	2	1	3	1	
A Managerial Role (eg Director/non-lawyer Partner, Chief Executive, Practice Director or similar, Head of Legal Practice, Head of Finance & Administration)	2		1		

(b) Did you mainly attend a state or fee paying school between the ages of 11-18.

	UK State School	UK Independent/ Fee paying school	Attended school outside the UK	Prefer not to say	Missing data
KC	5	5			
Tenant/Member	7	4	2		
Other (including Pupil)		1	1		
Any role directly supporting a fee earner (eg legal Secretary, Administrator, Barrister's Clerk/Practice Manager, Legal Assistant, paralegal)	6				
A Managerial Role (eg Director/non-lawyer Partner, Chief Executive, Practice Director or similar, Head of Legal Practice, Head of	3				

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Caring responsibilities

(a) Are you a primary carer for a child or children under 18?

	Yes	No	Prefer not to say	Missing Data
KC		10		
Tenant/Member	5	8		
Other (including Pupil)		2		
Any role directly supporting a fee earner (eg legal Secretary, Administrator, Barrister's Clerk/Practice Manager, Legal Assistant, paralegal)	1	5	1	
A Managerial Role (eg Director/non-lawyer Partner, Chief Executive, Practice Director or similar, Head of Legal Practice, Head of Finance & Administration)	1	2		

(b) 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? Do not count anything you do as part of your paid employment.

	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
KC	6	3			1	
Tenant/Member	10	3				

Other (including Pupil)	2					
Any role directly supporting a fee earner (eg legal Secretary, Administrator, Barrister's Clerk/Practice Manager, Legal Assistant, paralegal)	5				2	
A Managerial Role (eg Director/non- lawyer Partner, Chief Executive, Practice Director or similar, Head of Legal Practice, Head of Finance & Administration)	3					