

A central graphic featuring the text "EQUALITY & DIVERSITY SURVEY" in white, bold, sans-serif capital letters. The text is overlaid on a collection of colorful, overlapping speech bubbles and rounded rectangular shapes in shades of purple, teal, yellow, blue, orange, red, and green. The word "&" is smaller and positioned between "EQUALITY" and "DIVERSITY".

**EQUALITY
&
DIVERSITY
SURVEY**

**Report
2022**



Contents

Introduction	3
Professional Qualifications	4
Job Role	5
Shareholding	6-7
Supervising Others	8-9
Age	10-11
Gender	12-13
Gender Identity/Expression	14-15
Disability	16-17
Limited Activities	18-19
Ethnic Origin	20-21
Religion	22-23
Sexual Orientation	24-25
University	26-27
Schooling	28-29
Primary Household Earner	30-31
Primary Carer	32-33
Other Caring	34-35

Introduction

Through the collection and analysis of data No5 Chambers seeks to ensure that its policies and action plans are not only implemented but that they actually achieve their stated goals of equality, diversity and inclusion. This report contains the results of the No5 Chambers Diversity Survey carried out in April/May 2022. Pursuant to the BSB rules relating to diversity data collection a survey of Chambers' workforce is conducted every three years. Participation is voluntary.

Of a workforce totalling 334 individuals, 279 responses were received, equating to a response rate of 84%. This exceeds the Bar Council target of 75% - 80% participation and continues the pleasing upward trend which saw a 76% response rate to the 2019 survey, a 68% response rate to the 2016 survey and a 28% response rate to the 2013 survey.

For the first time this report splits data pertaining to barristers into three bands relating to their seniority: 0-7 years call; 8 years call + and QCs. This is a welcome addition that allows for improved analysis of the make up of Chambers.

The results set out in this Report are necessarily based on responses received from those who participated. Accordingly, the summaries may not reflect the position that might have existed if all those eligible to participate had chosen to do so. Total numbers may differ from category to category as responses to each question was voluntary. Data is not published where its publication might reasonably lead to the identification of individuals without their consent. Ten participants did not wish for their data to be published.

No5 Chambers is conscious that gender is on a spectrum and that this survey, in limiting options to traditional binary categories, does not demonstrate this. This will be altered ahead of the next survey in 2025.

Yasmin Yasseri

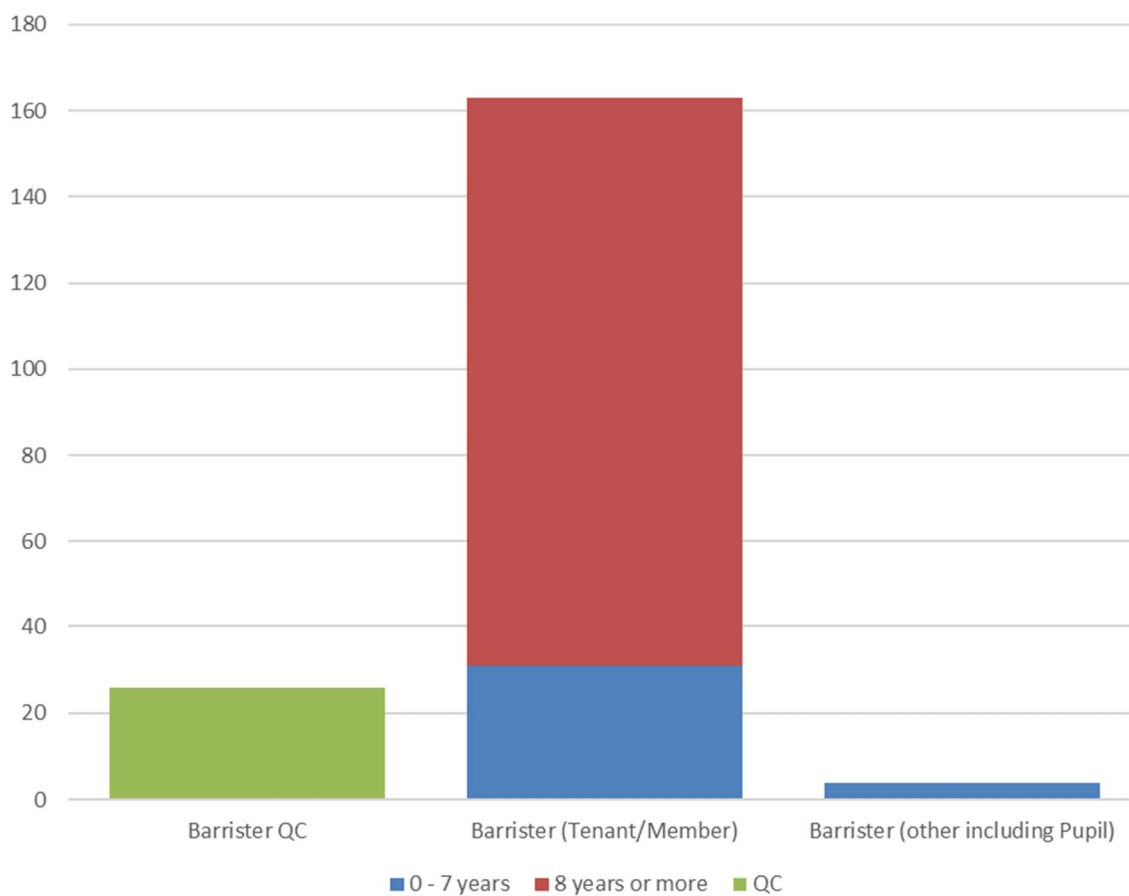
Equality, Diversity and Data Officer

14 June 2022

Professional Qualifications

If you are an authorised person for the purposes of the Legal Services Act 2007 (i.e. you hold a practicing 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 practicing certificate from more than one approved regulator):

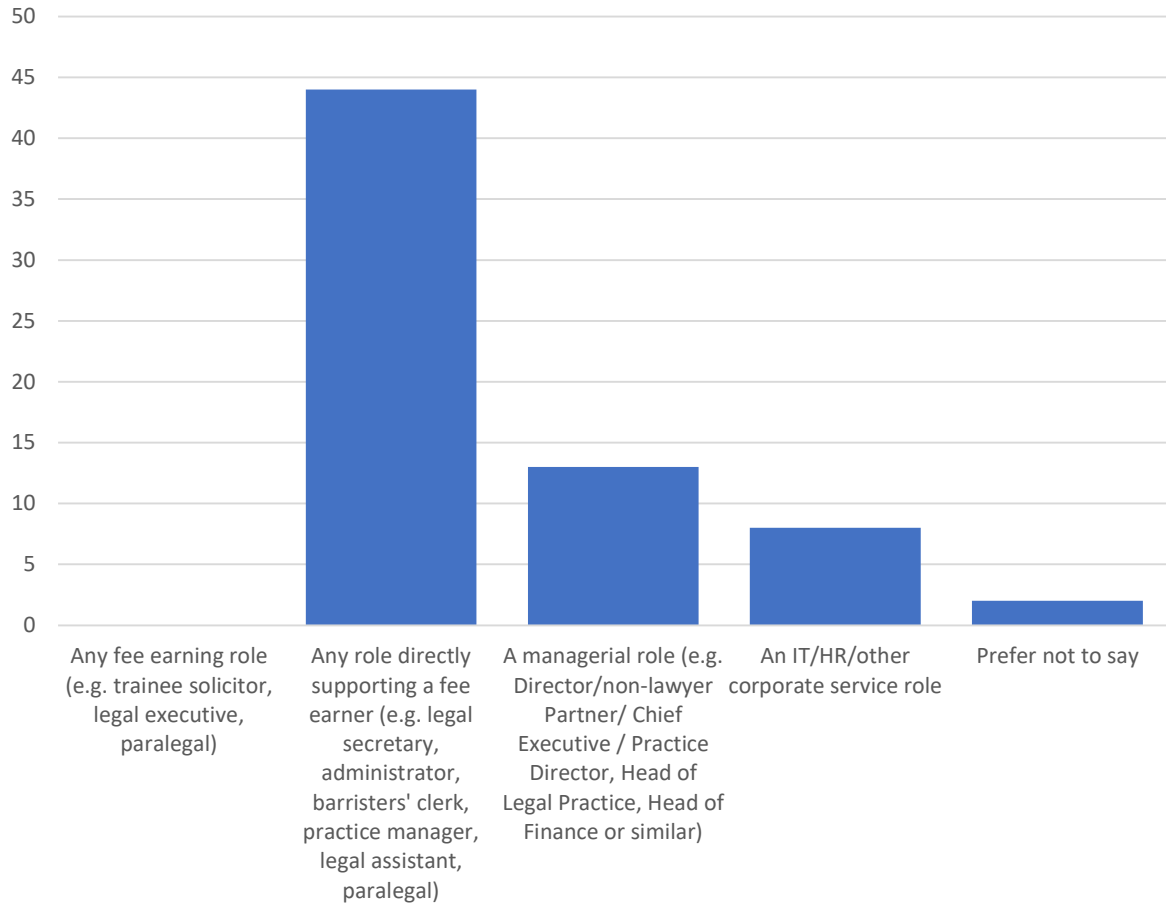
Role	Band of call			QC	Total
	0 - 7 years	8 years or more			
Barrister QC	0	0		26	26
Barrister (Tenant/Member)	31	132		0	163
Barrister (other including Pupil)	4	0		0	4
Total	35	132		26	193



Job Role

If you do not fall into any of the categories listed above, please indicate which of the following categories best fits your role:

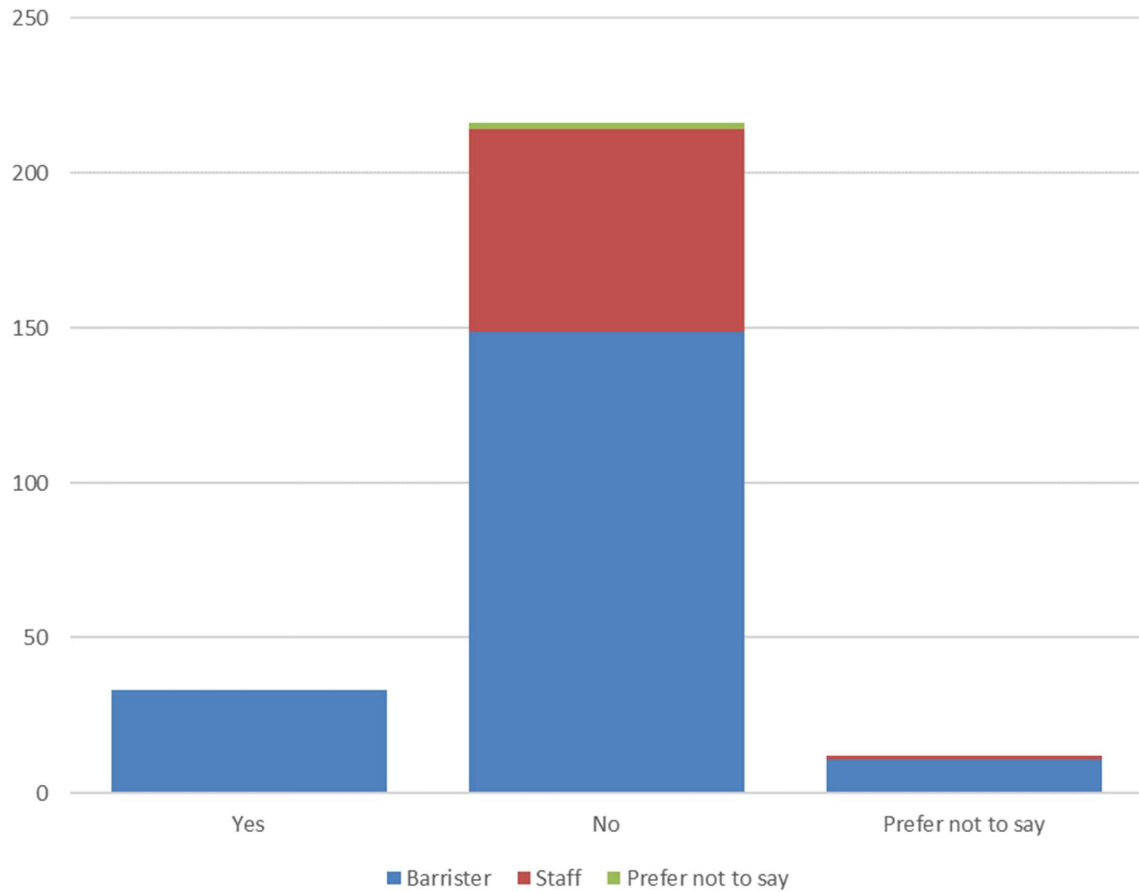
Role	Staff
Any fee earning role (e.g. trainee solicitor, legal executive, paralegal)	0
Any role directly supporting a fee earner (e.g. legal secretary, administrator, barristers' clerk, practice manager, legal assistant, paralegal)	44
A managerial role (e.g. Director/non-lawyer Partner/ Chief Executive / Practice Director, Head of Legal Practice, Head of Finance or similar)	13
An IT/HR/other corporate service role	8
Prefer not to say	2
Total	67



Shareholding (by role)

Do you have a share in the ownership of your organisation (e.g. equity partner, shareholder)?

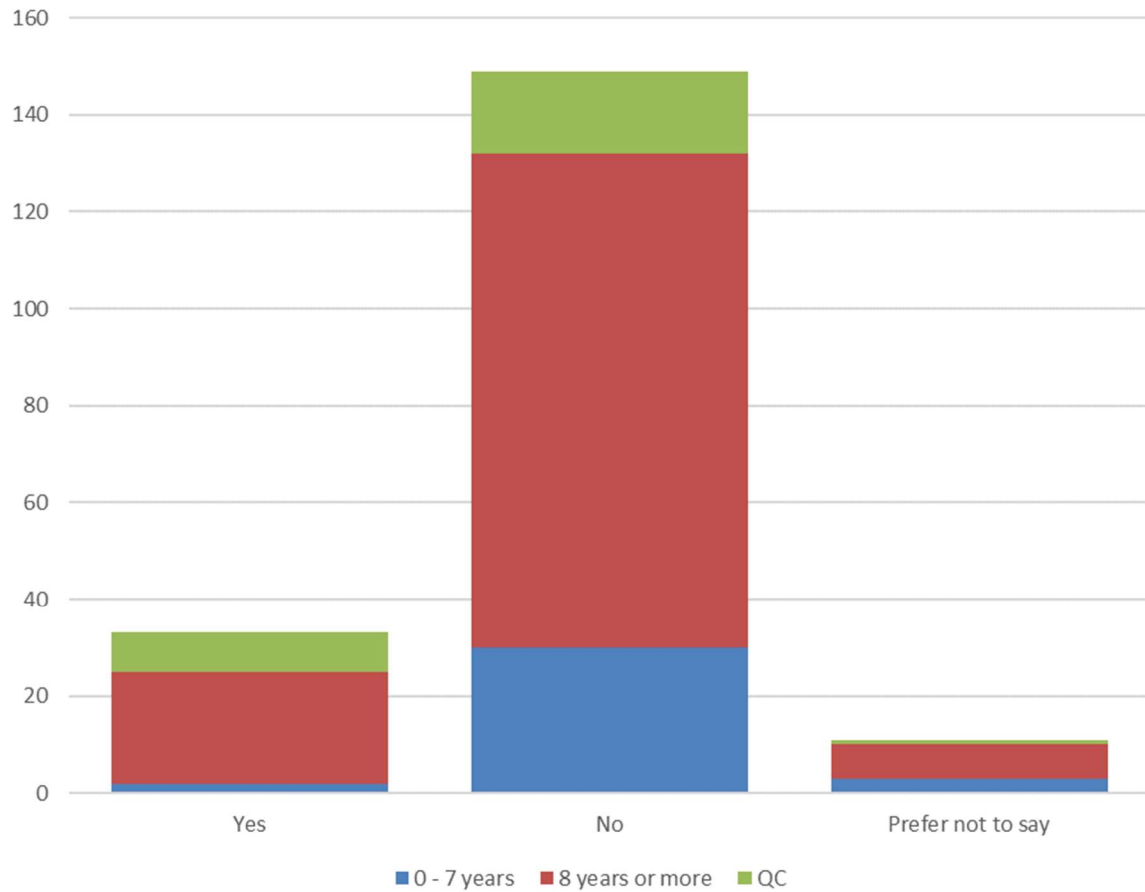
Ownership	Role			Total
	Barrister	Staff	Prefer not to say	
Yes	33	0	0	33
No	149	65	2	216
Prefer not to say	11	1	0	12
Total	193	66	2	261



Shareholding (by barrister band of call)

Do you have a share in the ownership of your organisation (e.g. equity partner, shareholder)?

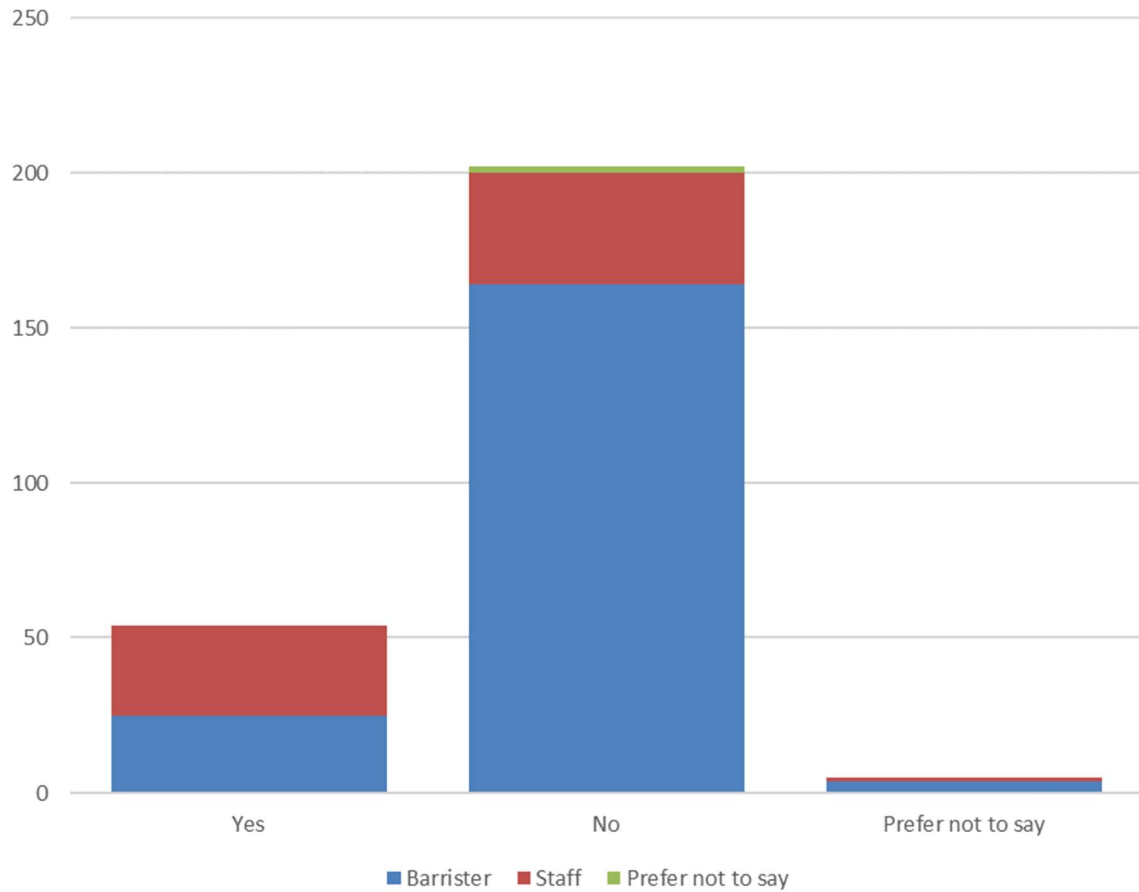
Ownership	Band of call			Total
	0 - 7 years	8 years or more	QC	
Yes	2	23	8	33
No	30	102	17	149
Prefer not to say	3	7	1	11
Total	35	132	26	193



Supervising Others (by role)

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

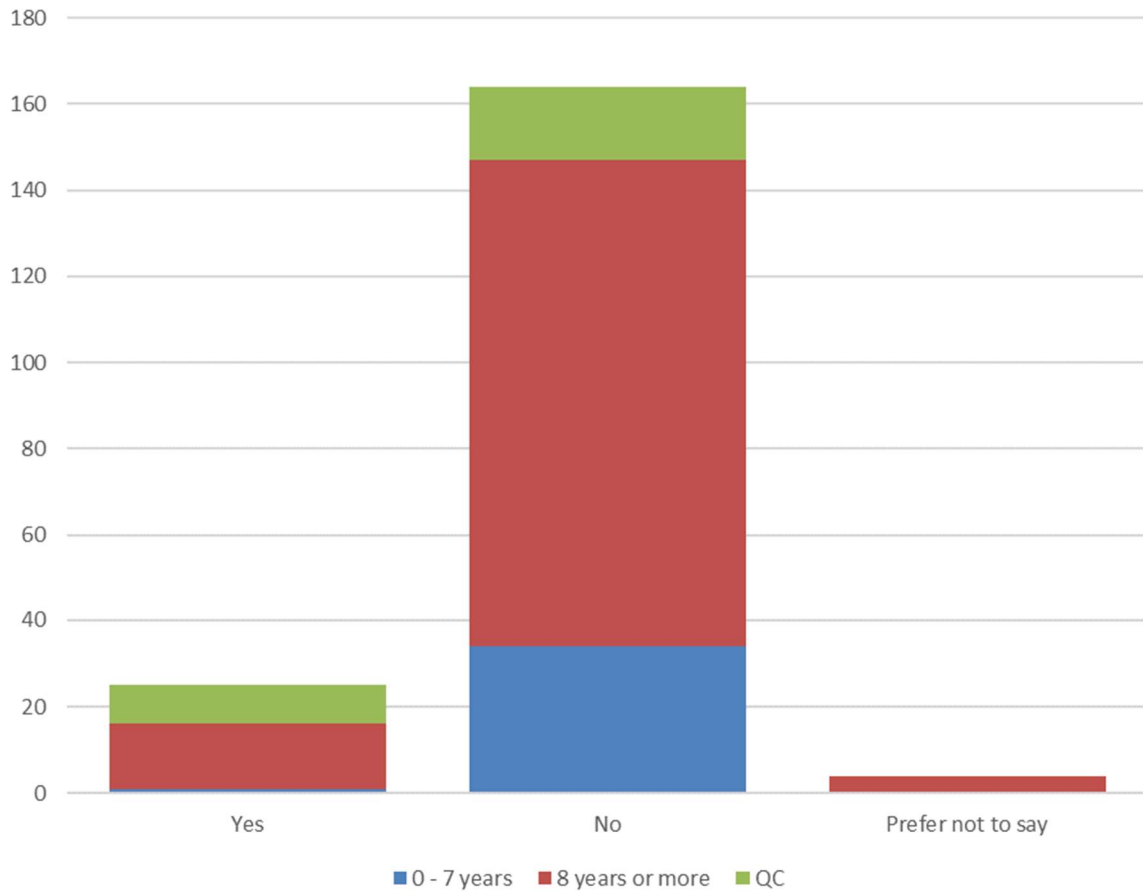
Supervising others	Role			Total
	Barrister	Staff	Prefer not to say	
Yes	25	29	0	54
No	164	36	2	202
Prefer not to say	4	1	0	5
Total	193	66	2	261



Supervising Others (by barrister band of call)

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

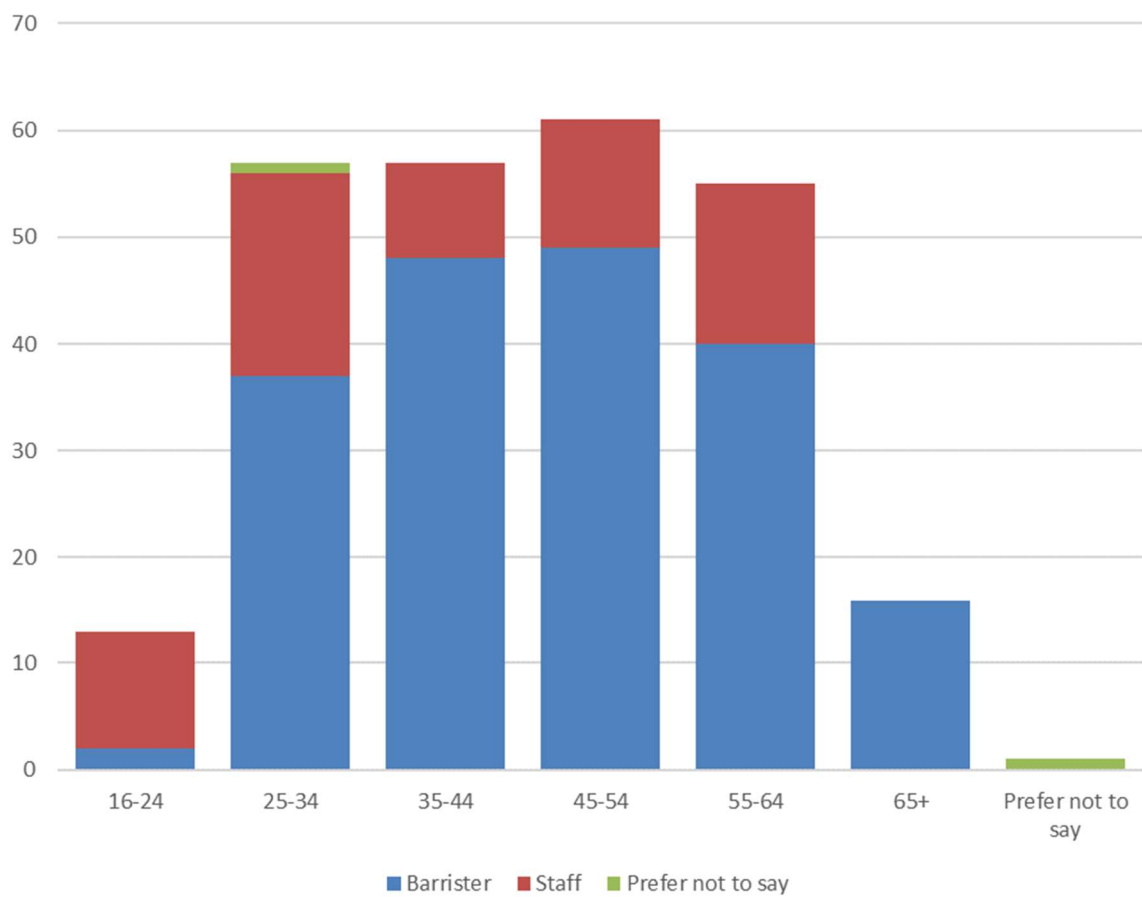
Supervising others	Band of call			Total
	0 - 7 years	8 years or more	QC	
Yes	1	15	9	25
No	34	113	17	164
Prefer not to say	0	4	0	4
Total	35	132	26	193



Age (by role)

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

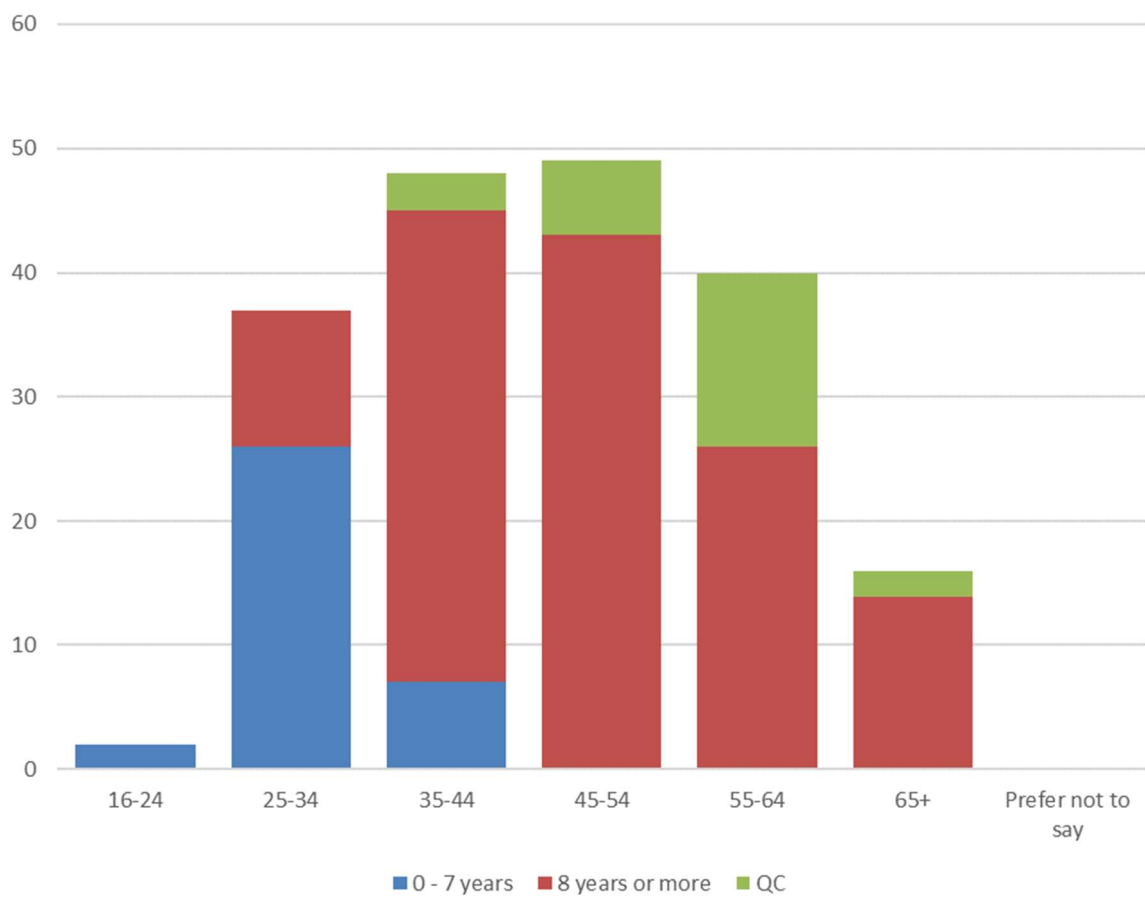
Age	Role			Total
	Barrister	Staff	Prefer not to say	
16-24	2	11	0	13
25-34	37	19	1	57
35-44	48	9	0	57
45-54	49	12	0	61
55-64	40	15	0	55
65+	16	0	0	16
Prefer not to say	0	0	1	1
Total	192	66	2	260



Age (by barrister band of call)

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

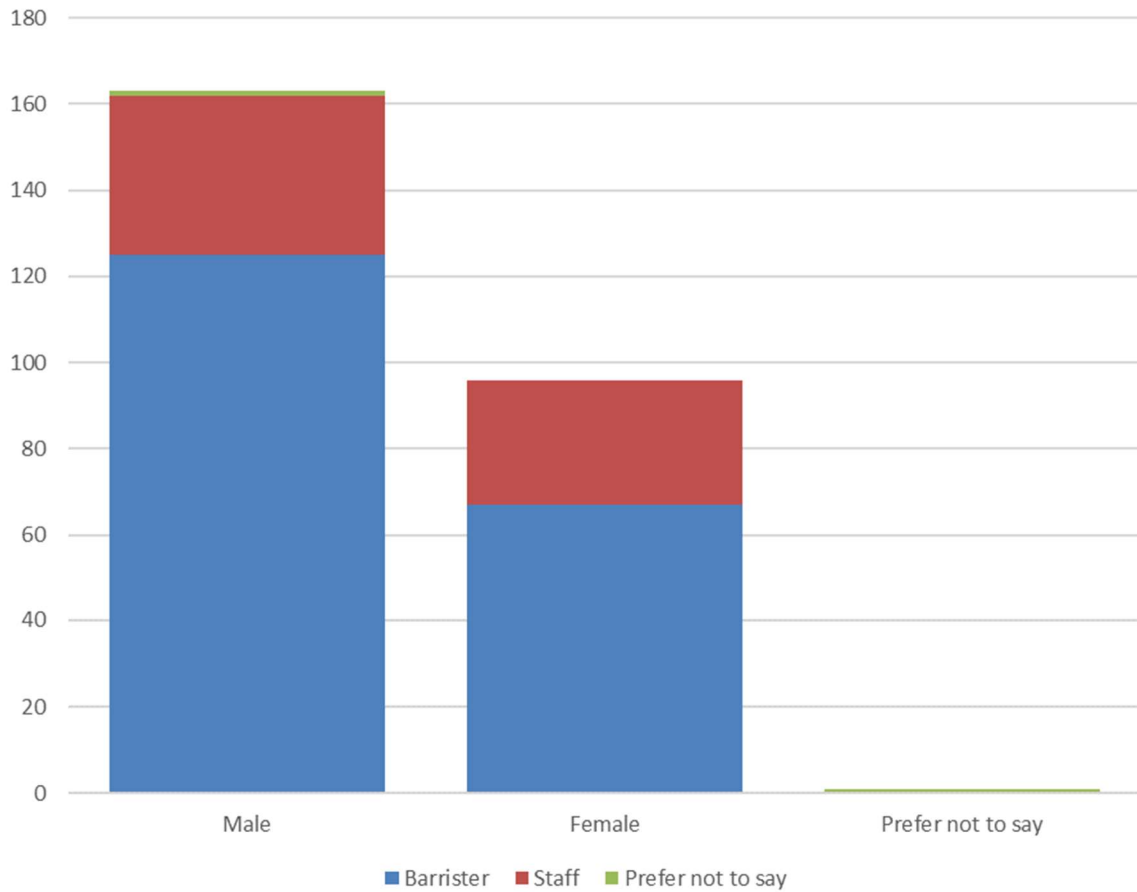
Age	Band of call			Total
	0 - 7 years	8 years or more	QC	
16-24	2	0	0	2
25-34	26	11	0	37
35-44	7	38	3	48
45-54	0	43	6	49
55-64	0	26	14	40
65+	0	14	2	16
Prefer not to say	0	0	0	0
Total	35	132	25	192



Gender (by role)

What is your gender?

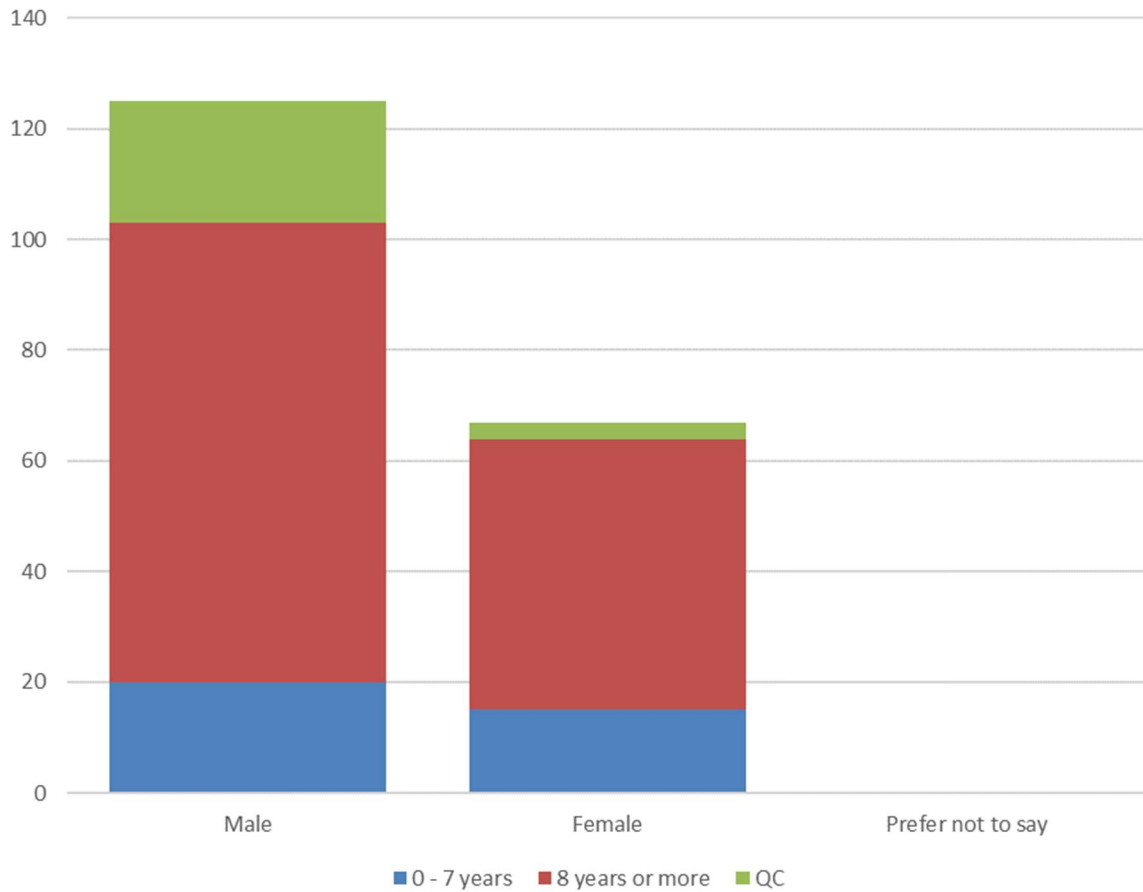
Gender	Role			Total
	Barrister	Staff	Prefer not to say	
Male	125	37	1	163
Female	67	29	0	96
Prefer not to say	0	0	1	1
Total	192	66	2	260



Gender (by barrister band of call)

What is your gender?

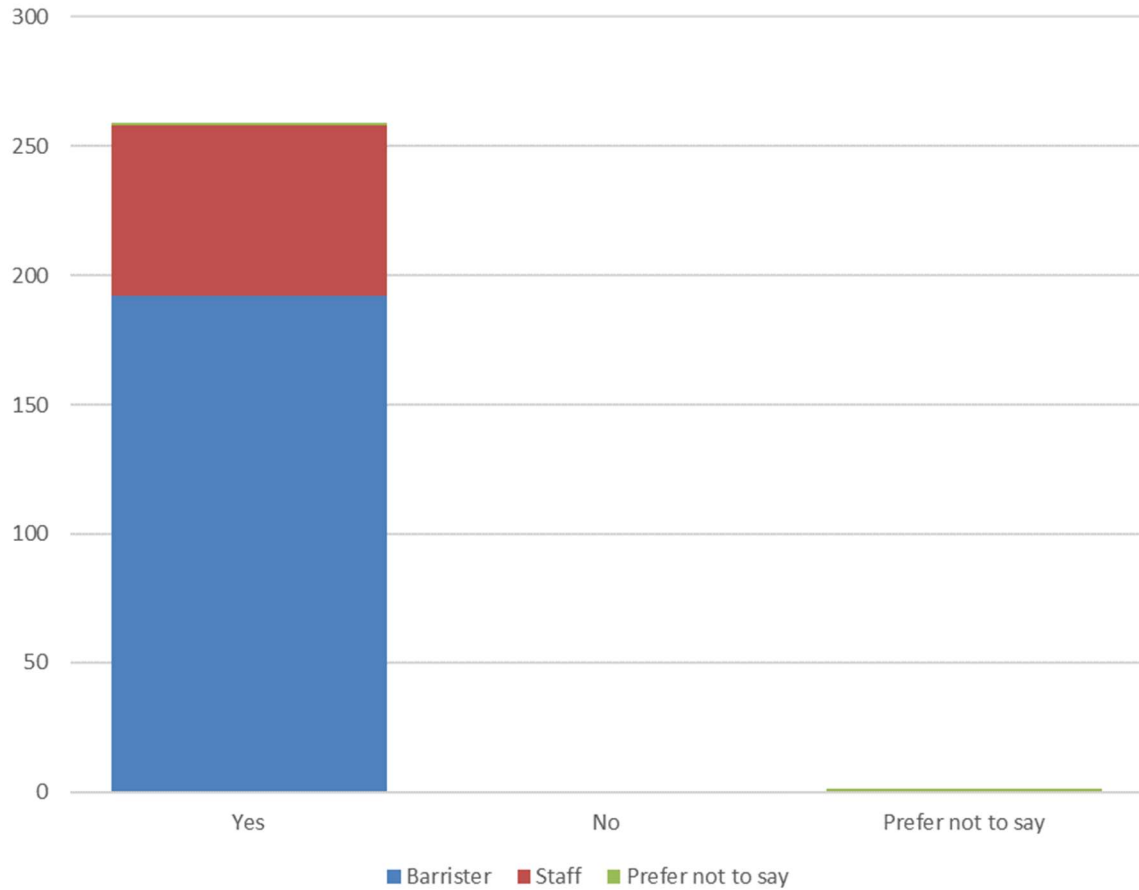
Gender	Band of call			Total
	0 - 7 years	8 years or more	QC	
Male	20	83	22	125
Female	15	49	3	67
Prefer not to say	0	0	0	0
Total	35	132	25	192



Gender Identity/Expression (by role)

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

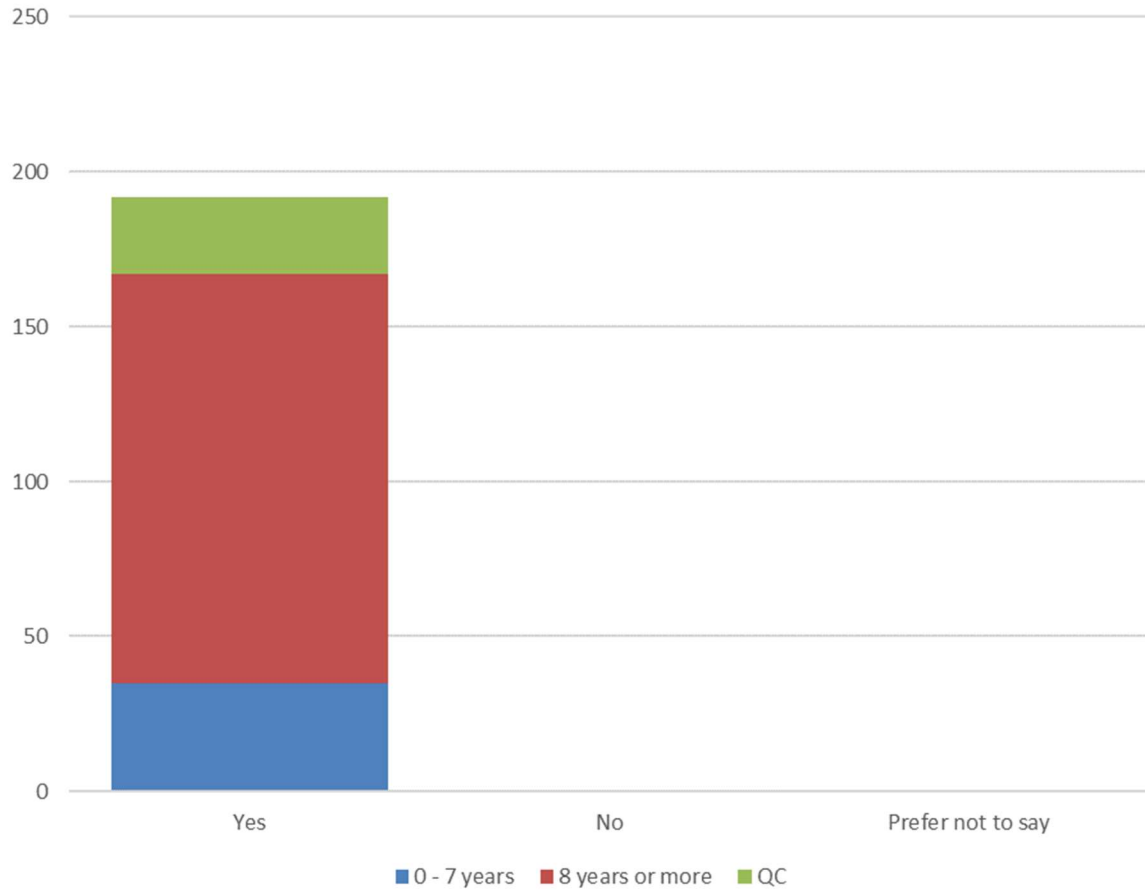
Same gender	Role			Total
	Barrister	Staff	Prefer not to say	
Yes	192	66	1	259
No	0	0	0	0
Prefer not to say	0	0	1	1
Total	192	66	2	260



Gender Identity/Expression (by barrister band of call)

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

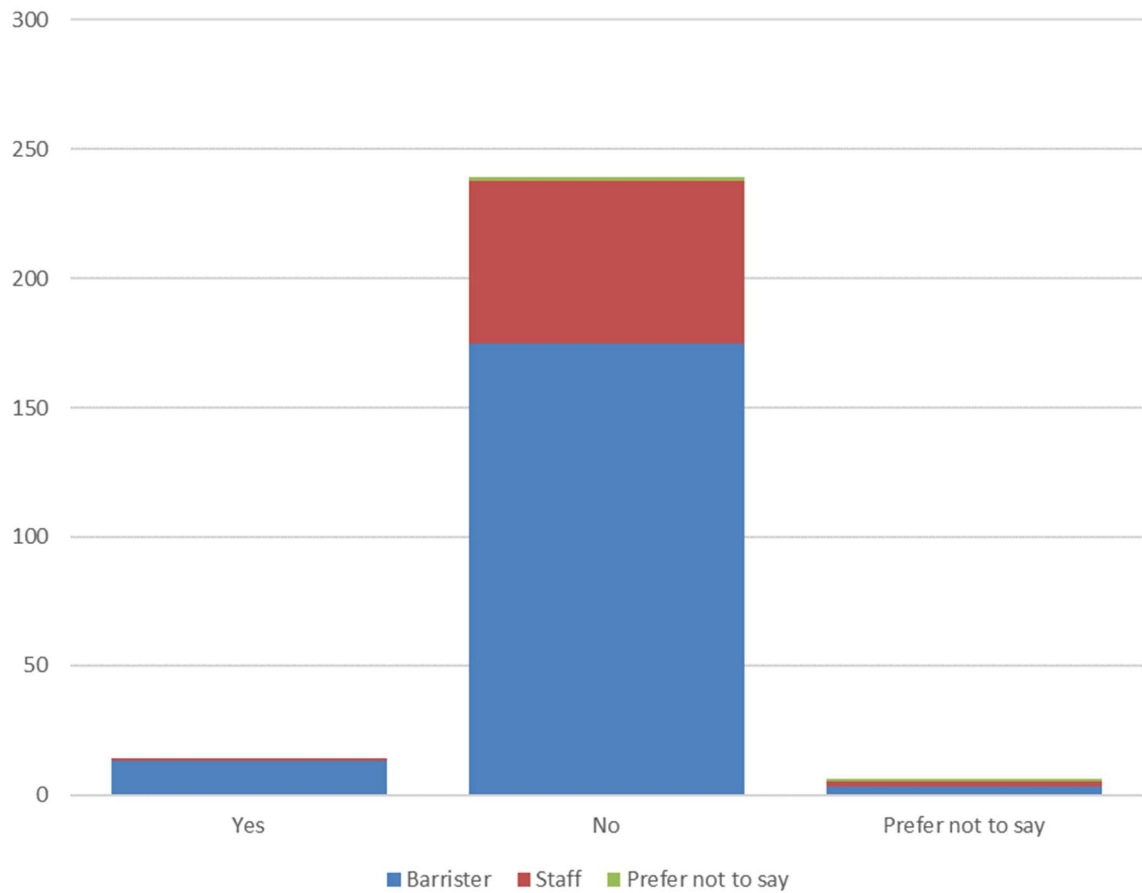
Same gender	Band of call			Total
	0 - 7 years	8 years or more	QC	
Yes	35	132	25	192
No	0	0	0	0
Prefer not to say	0	0	0	0
Total	35	132	25	192



Disability (by role)

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

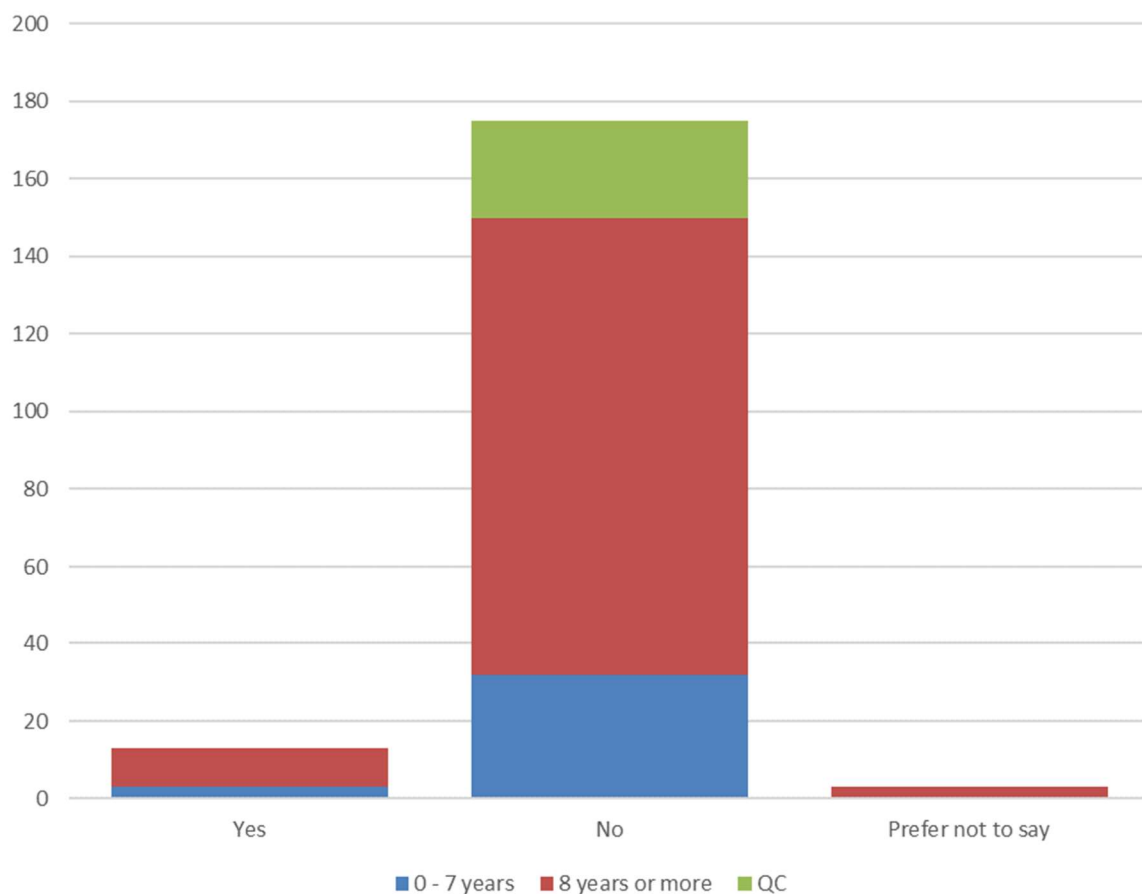
Disability	Role			Total
	Barrister	Staff	Prefer not to say	
Yes	13	1	0	14
No	175	63	1	239
Prefer not to say	3	2	1	6
Total	191	66	2	259



Disability (by barrister band of call)

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

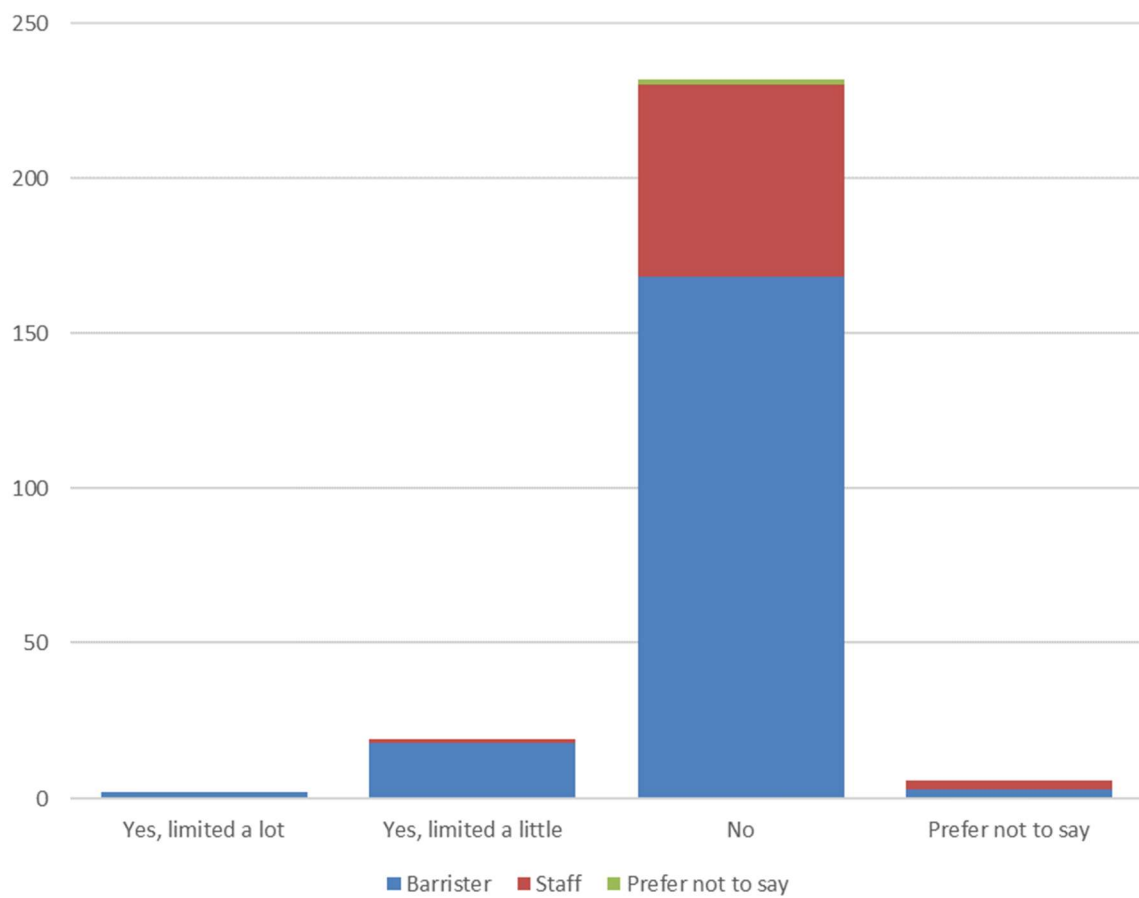
Disability	Band of call			Total
	0 - 7 years	8 years or more	QC	
Yes	3	10	0	13
No	32	118	25	175
Prefer not to say	0	3	0	3
Total	35	131	25	191



Limited Activities (by role)

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?

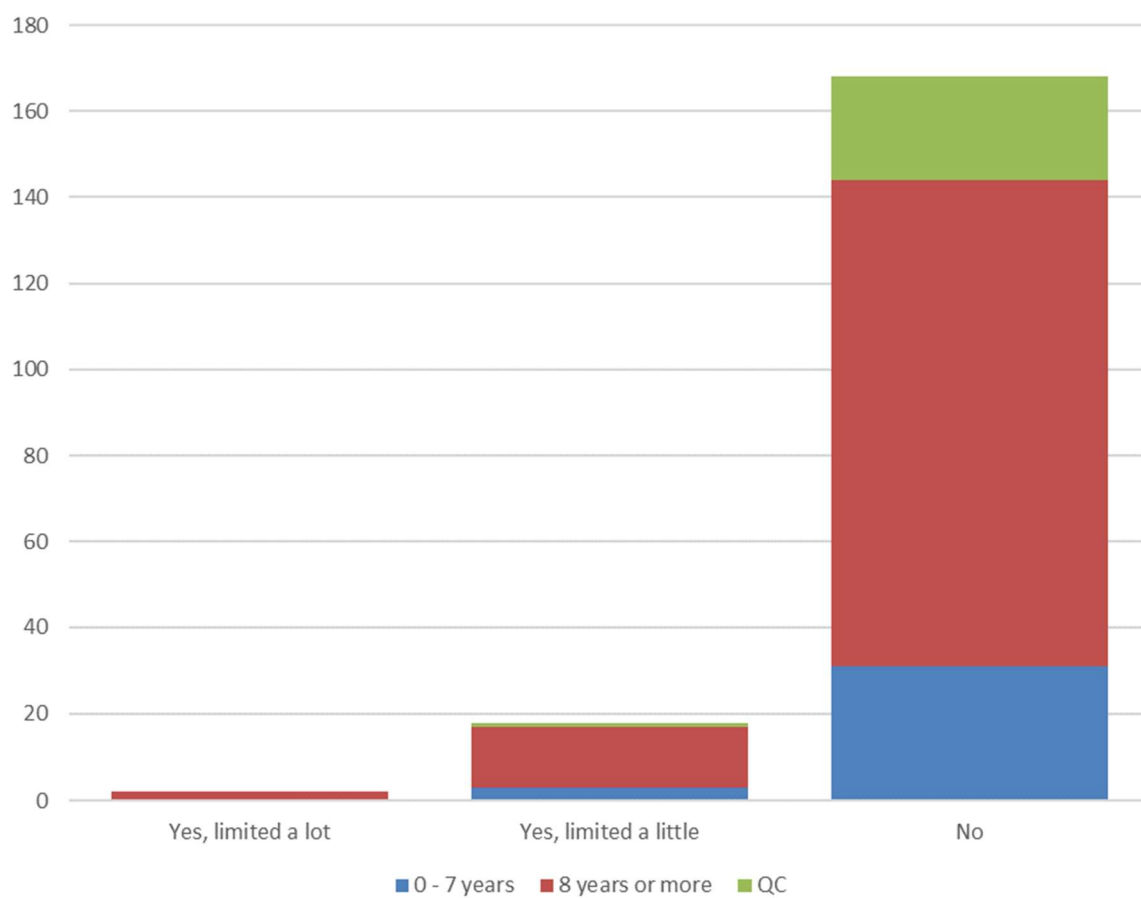
Day to day limited	Role			Total
	Barrister	Staff	Prefer not to say	
Yes, limited a lot	2	0	0	2
Yes, limited a little	18	1	0	19
No	168	62	2	232
Prefer not to say	3	3	0	6
Total	191	66	2	259



Limited Activities (by barrister band of call)

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?

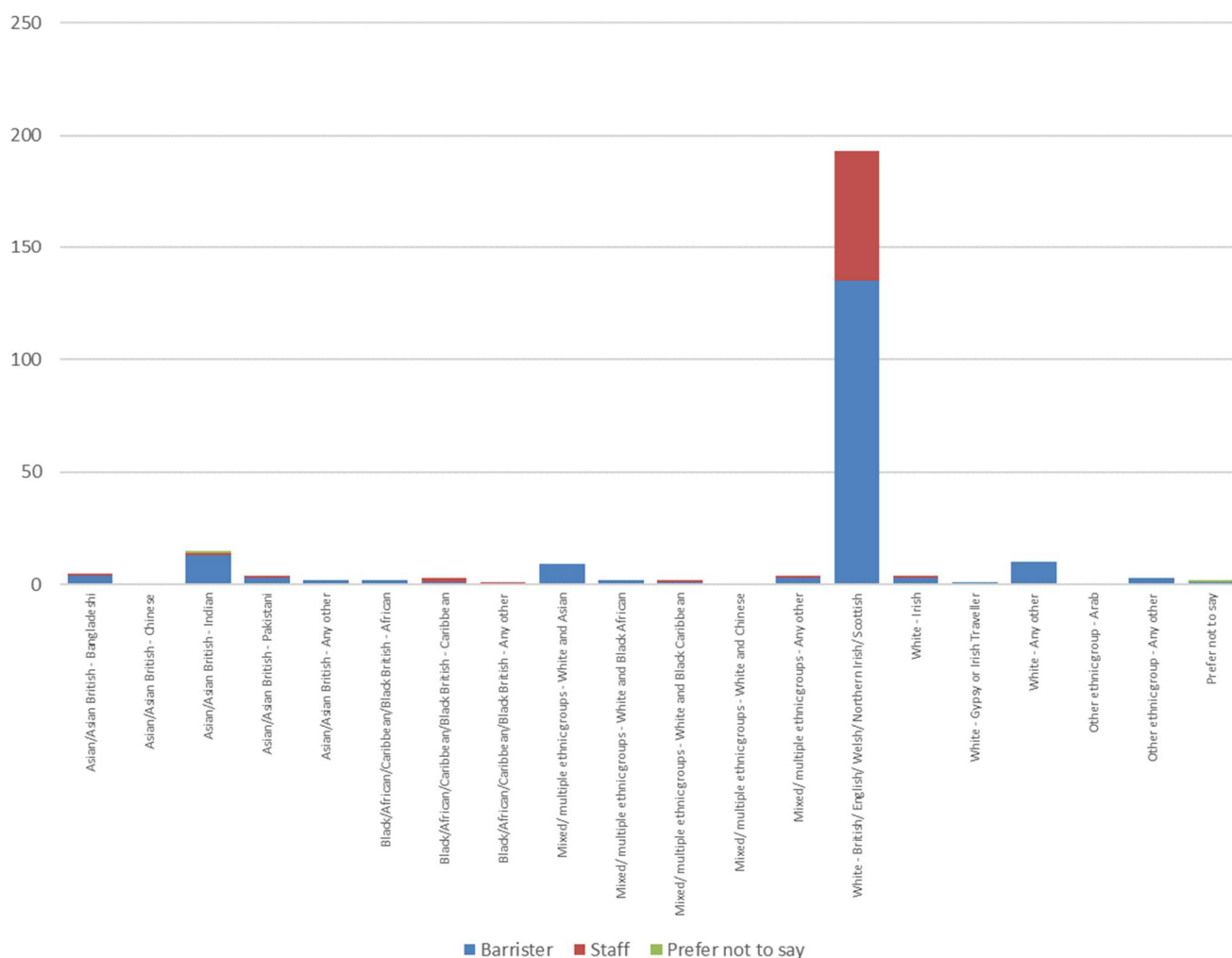
Day to day limited	Band of call			Total
	0 - 7 years	8 years or more	QC	
Yes, limited a lot	0	2	0	2
Yes, limited a little	3	14	1	18
No	31	113	24	168
Prefer not to say	1	2	0	3
Total	35	131	25	191



Ethnic Origin (by role)

What is your ethnic group?

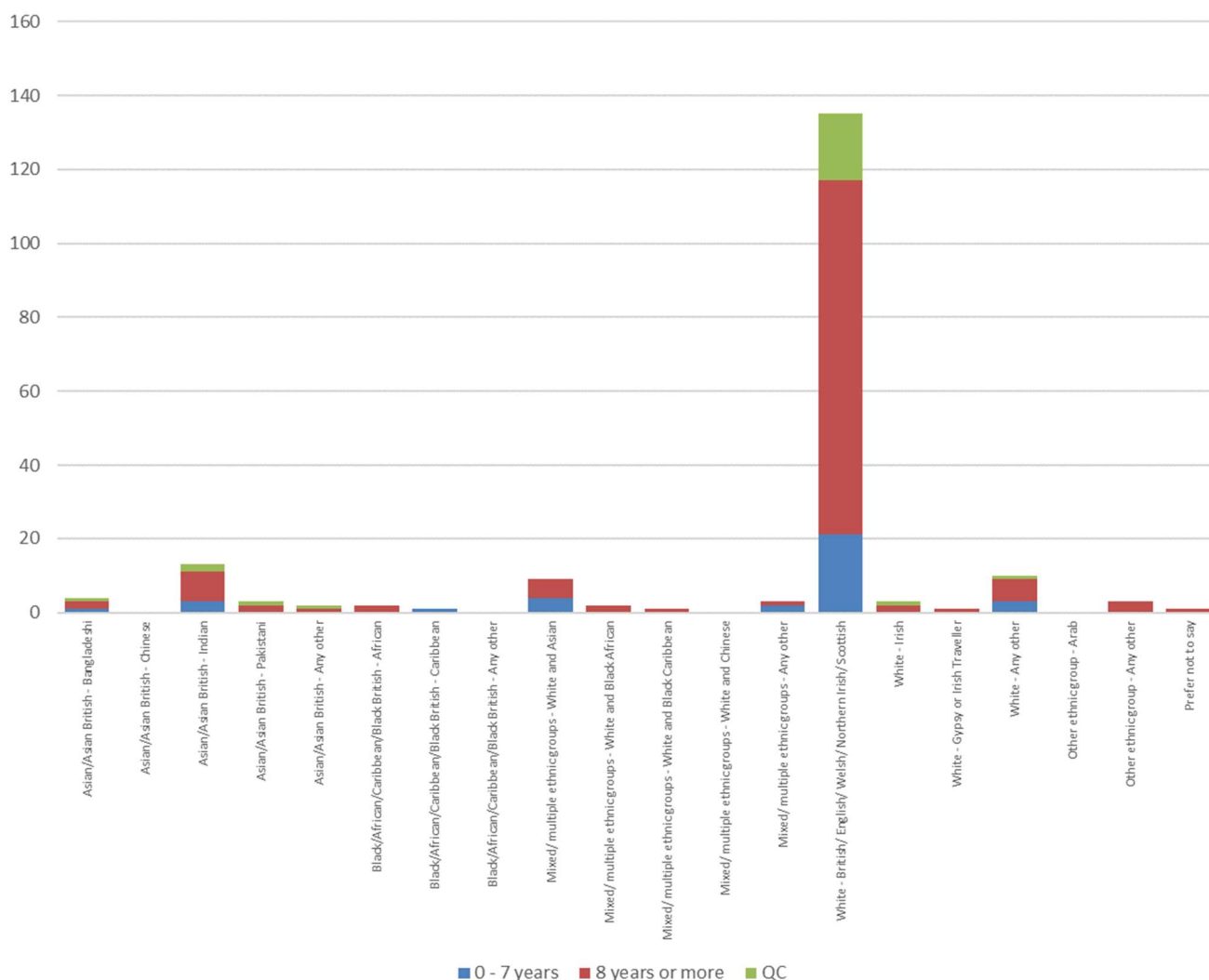
Ethnic Origin	Role			Total
	Barrister	Staff	Prefer not to say	
Asian/Asian British - Bangladeshi	4	1	0	5
Asian/Asian British - Chinese	0	0	0	0
Asian/Asian British - Indian	13	1	1	15
Asian/Asian British - Pakistani	3	1	0	4
Asian/Asian British - Any other	2	0	0	2
Black/African/Caribbean/Black British - African	2	0	0	2
Black/African/Caribbean/Black British - Caribbean	1	2	0	3
Black/African/Caribbean/Black British - Any other	0	1	0	1
Mixed/ multiple ethnic groups - White and Asian	9	0	0	9
Mixed/ multiple ethnic groups - White and Black African	2	0	0	2
Mixed/ multiple ethnic groups - White and Black Caribbean	1	1	0	2
Mixed/ multiple ethnic groups - White and Chinese	0	0	0	0
Mixed/ multiple ethnic groups - Any other	3	1	0	4
White - British/ English/ Welsh/ Northern Irish/ Scottish	135	58	0	193
White - Irish	3	1	0	4
White - Gypsy or Irish Traveller	1	0	0	1
White - Any other	10	0	0	10
Other ethnic group - Arab	0	0	0	0
Other ethnic group - Any other	3	0	0	3
Prefer not to say	1	0	1	2
Total	193	67	2	262



Ethnic Origin (by barrister band of call)

What is your ethnic group?

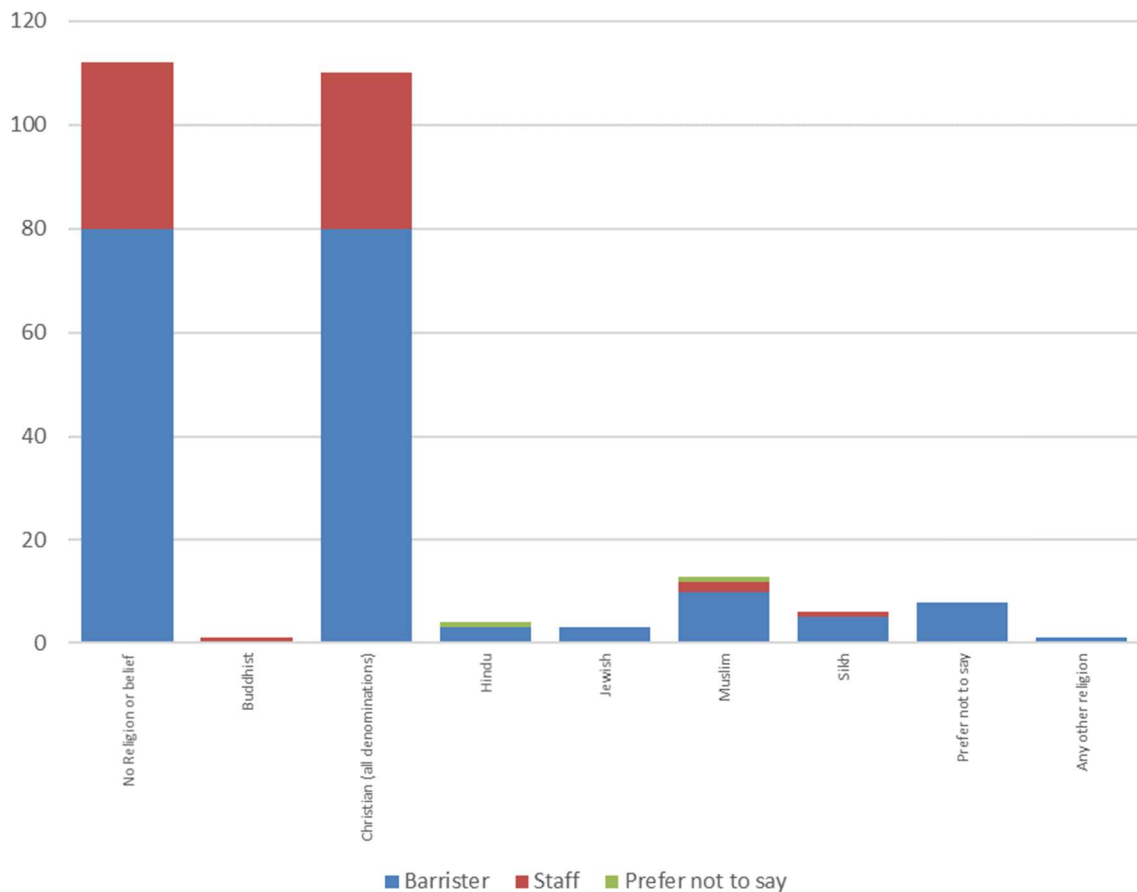
Ethnic Origin	Band of call			Total
	0 - 7 years	8 years or more	QC	
Asian/Asian British - Bangladeshi	1	2	1	4
Asian/Asian British - Chinese	0	0	0	0
Asian/Asian British - Indian	3	8	2	13
Asian/Asian British - Pakistani	0	2	1	3
Asian/Asian British - Any other	0	1	1	2
Black/African/Caribbean/Black British - African	0	2	0	2
Black/African/Caribbean/Black British - Caribbean	1	0	0	1
Black/African/Caribbean/Black British - Any other	0	0	0	0
Mixed/ multiple ethnic groups - White and Asian	4	5	0	9
Mixed/ multiple ethnic groups - White and Black African	0	2	0	2
Mixed/ multiple ethnic groups - White and Black Caribbean	0	1	0	1
Mixed/ multiple ethnic groups - White and Chinese	0	0	0	0
Mixed/ multiple ethnic groups - Any other	2	1	0	3
White - British/ English/ Welsh/ Northern Irish/ Scottish	21	96	18	135
White - Irish	0	2	1	3
White - Gypsy or Irish Traveller	0	1	0	1
White - Any other	3	6	1	10
Other ethnic group - Arab	0	0	0	0
Other ethnic group - Any other	0	3	0	3
Prefer not to say	0	1	0	1
Total	35	133	25	193



Religion (by role)

What is your Religion or Belief?

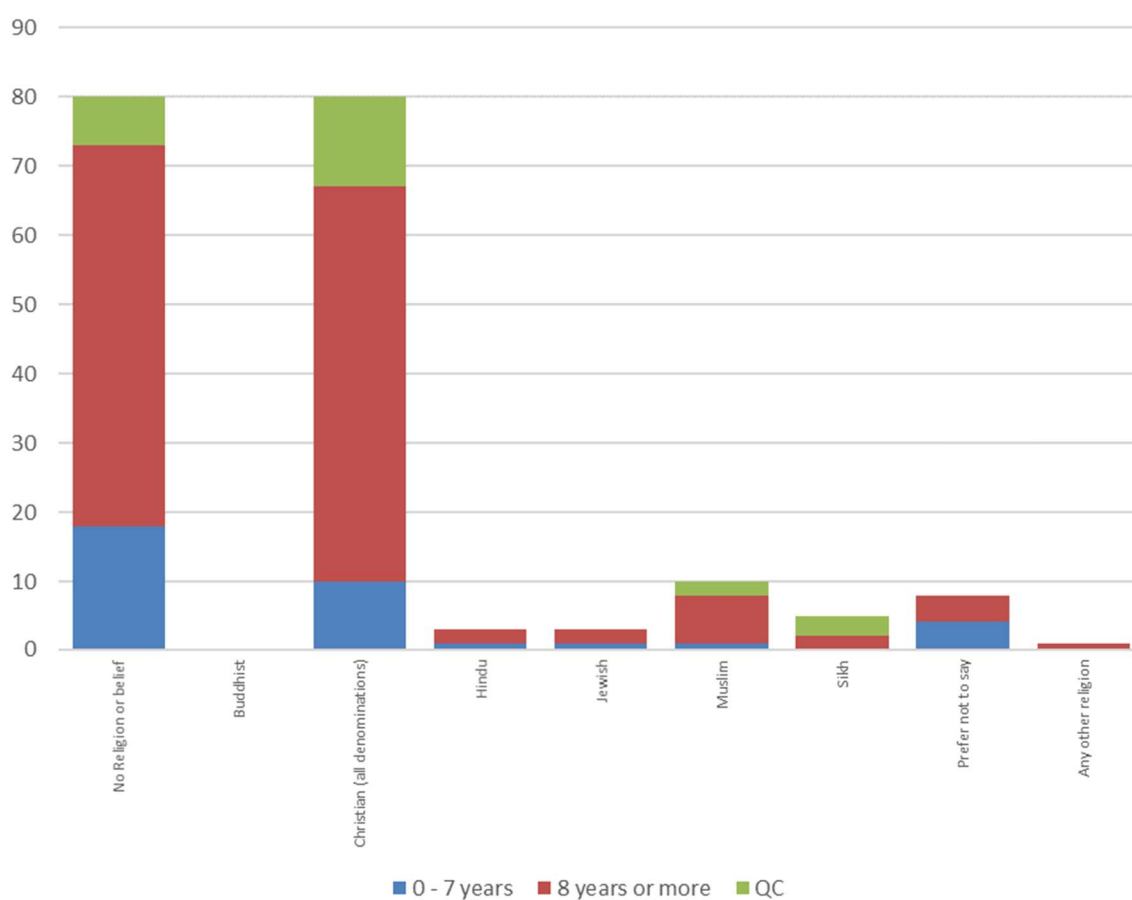
Religion/Belief	Role			Total
	Barrister	Staff	Prefer not to say	
No Religion or belief	80	32	0	112
Buddhist	0	1	0	1
Christian (all denominations)	80	30	0	110
Hindu	3	0	1	4
Jewish	3	0	0	3
Muslim	10	2	1	13
Sikh	5	1	0	6
Prefer not to say	8	0	0	8
Any other religion	1	0	0	1
Total	190	66	2	258



Religion (by barrister band of call)

What is your Religion or Belief?

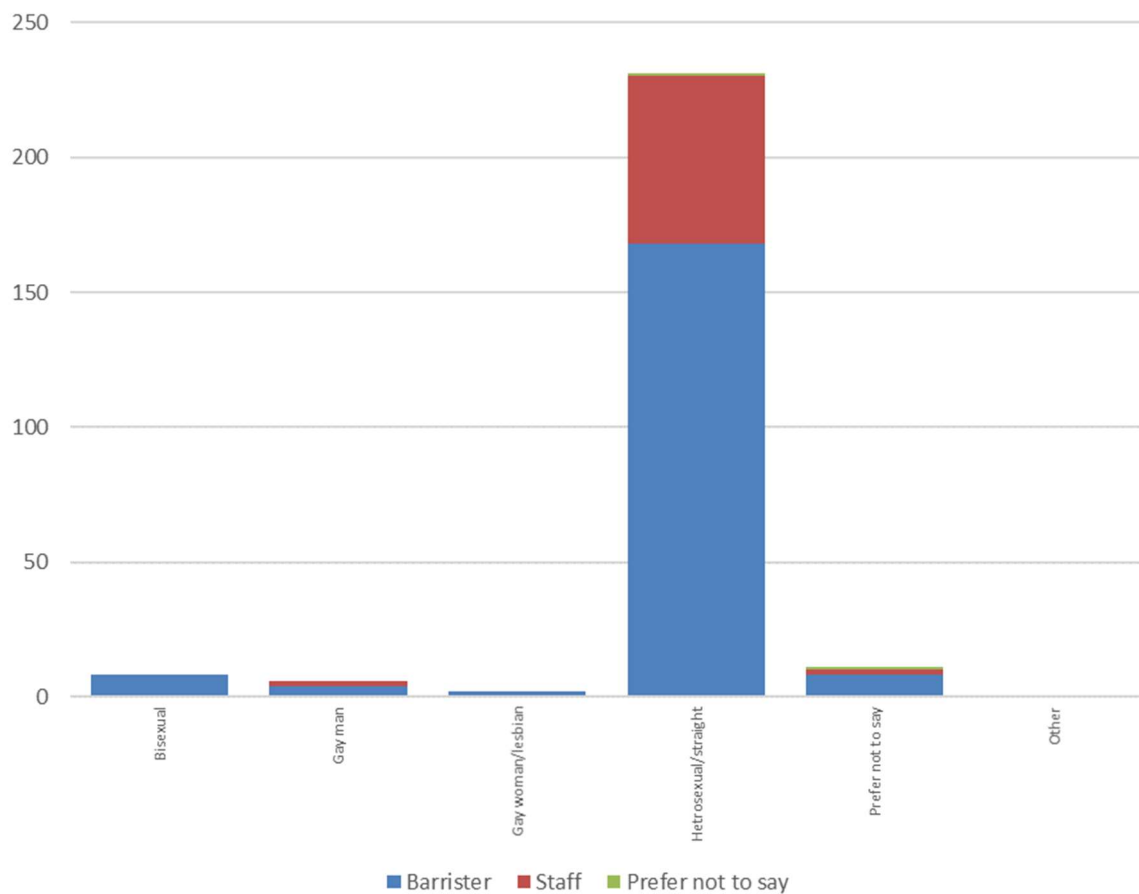
Religion/Belief	Band of call			Total
	0 - 7 years	8 years or more	QC	
No Religion or belief	18	55	7	80
Buddhist	0	0	0	0
Christian (all denominations)	10	57	13	80
Hindu	1	2	0	3
Jewish	1	2	0	3
Muslim	1	7	2	10
Sikh	0	2	3	5
Prefer not to say	4	4	0	8
Any other religion	0	1	0	1
Total	35	130	25	190



Sexual Orientation (by role)

What is your Sexual Orientation?

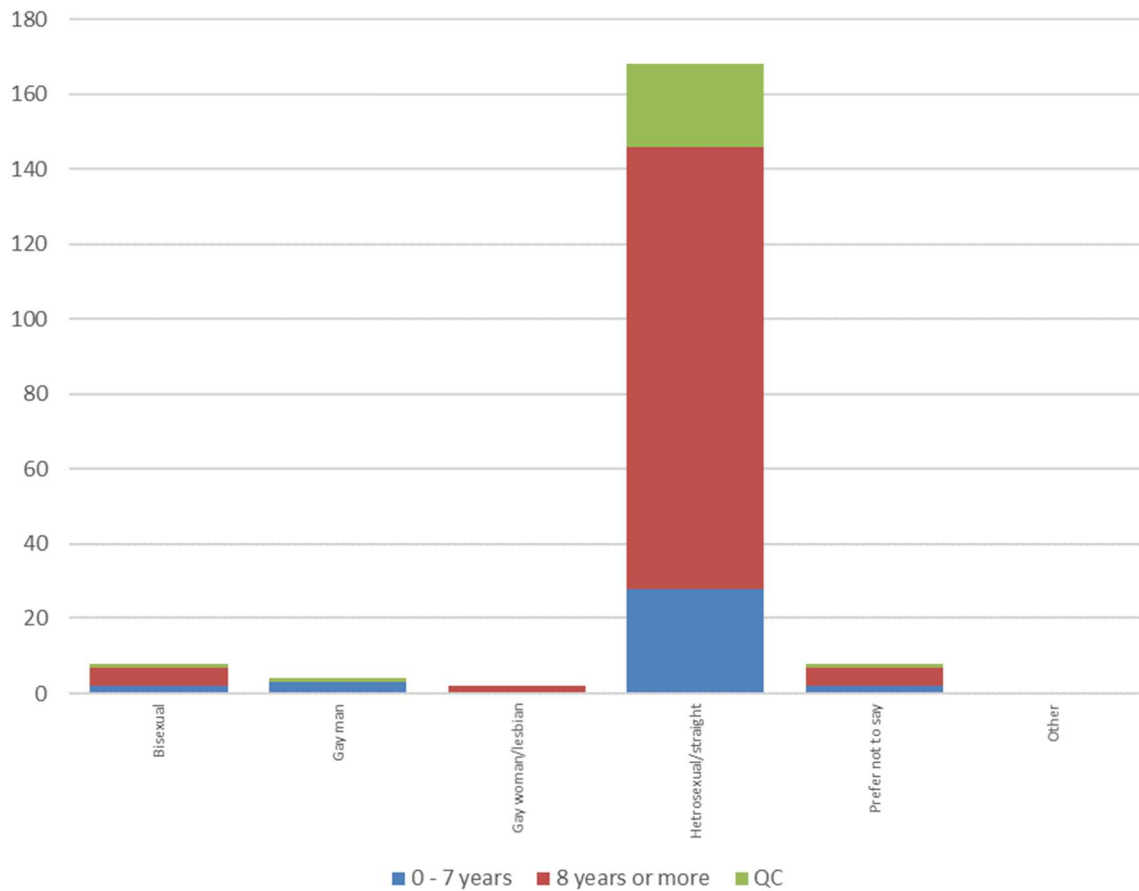
Sexual orientation	Role			Total
	Barrister	Staff	Prefer not to say	
Bisexual	8	0	0	8
Gay man	4	2	0	6
Gay woman/lesbian	2	0	0	2
Hetrosexual/straight	168	62	1	231
Prefer not to say	8	2	1	11
Other	0	0	0	0
Total	190	66	2	258



Sexual Orientation (by barrister band of call)

What is your Sexual Orientation?

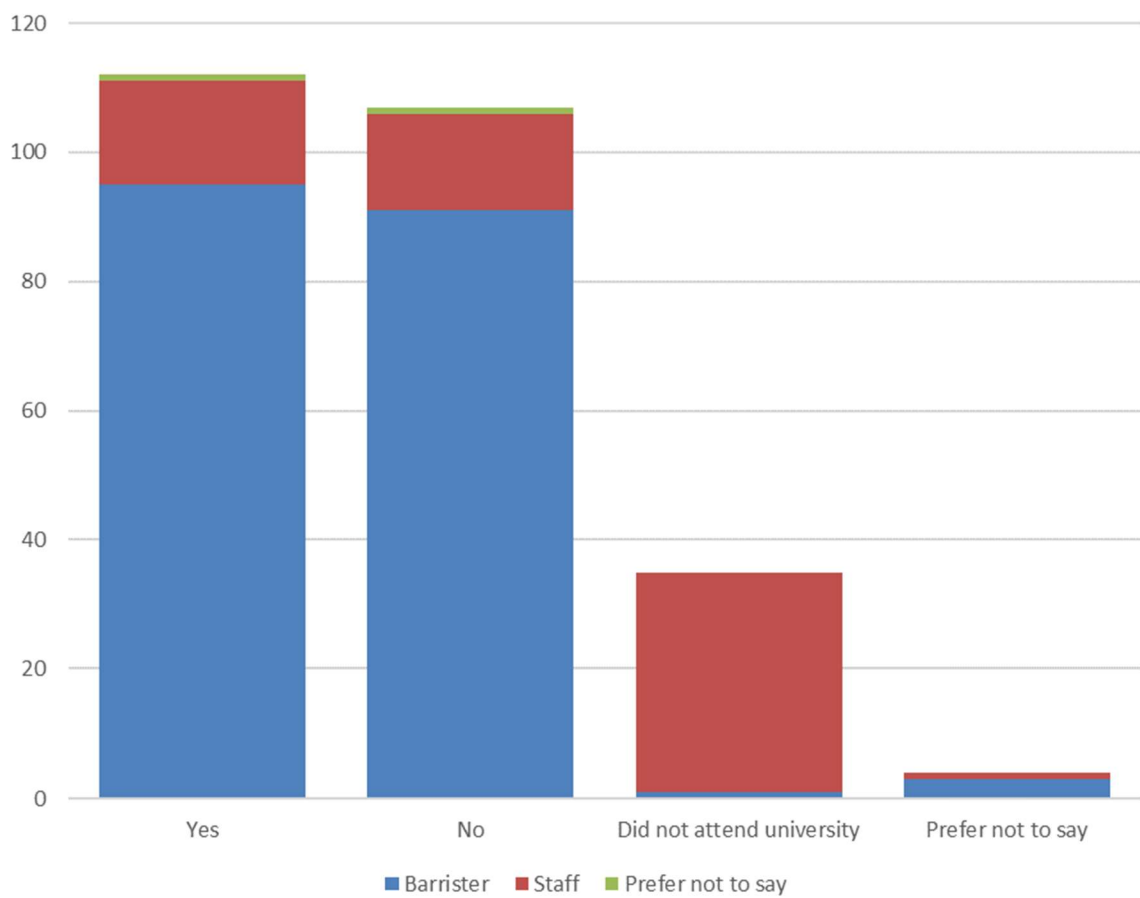
Sexual orientation	Band of call			Total
	0 - 7 years	8 years or more	QC	
Bisexual	2	5	1	8
Gay man	3	0	1	4
Gay woman/lesbian	0	2	0	2
Hetrosexual/straight	28	118	22	168
Prefer not to say	2	5	1	8
Other	0	0	0	0
Total	35	130	25	190



University (by role)

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?

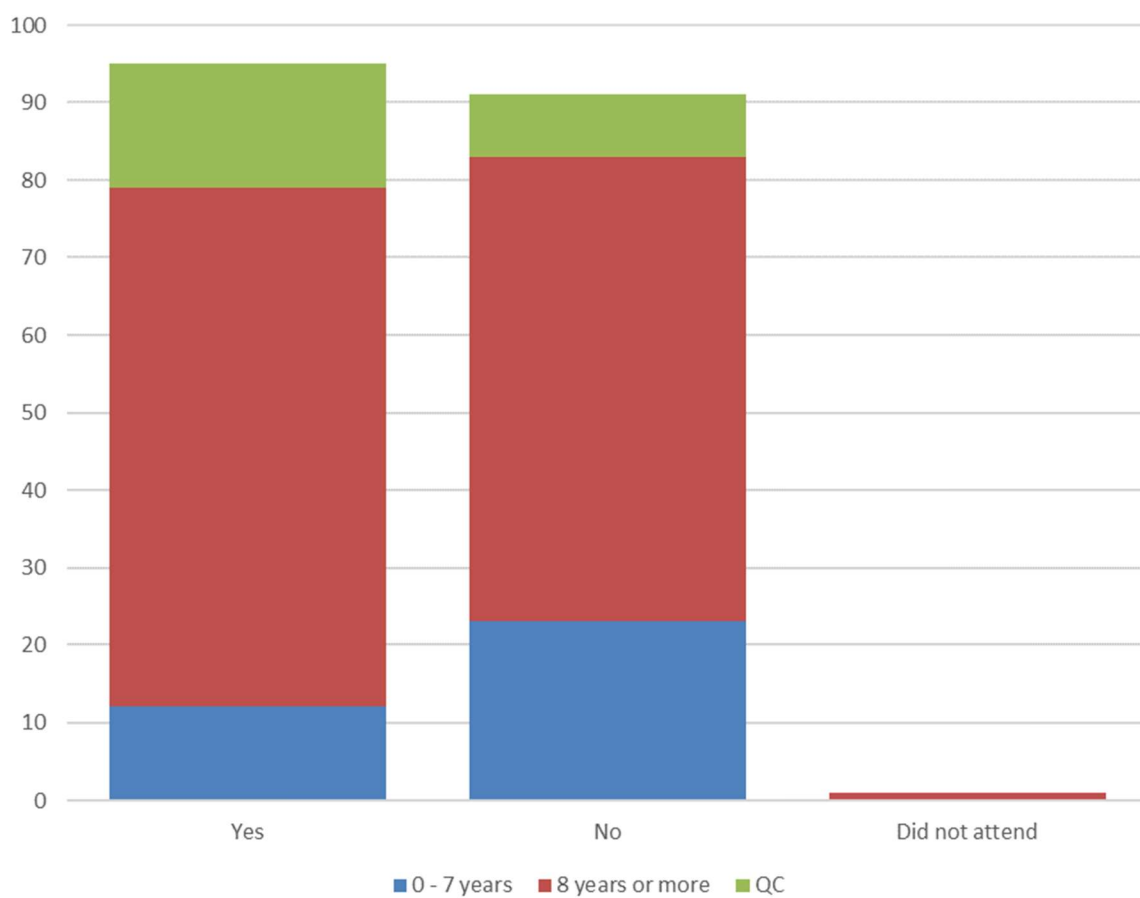
University	Role			Total
	Barrister	Staff	Prefer not to say	
Yes	95	16	1	112
No	91	15	1	107
Did not attend university	1	34	0	35
Prefer not to say	3	1	0	4
Total	190	66	2	258



University (by barrister band of call)

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?

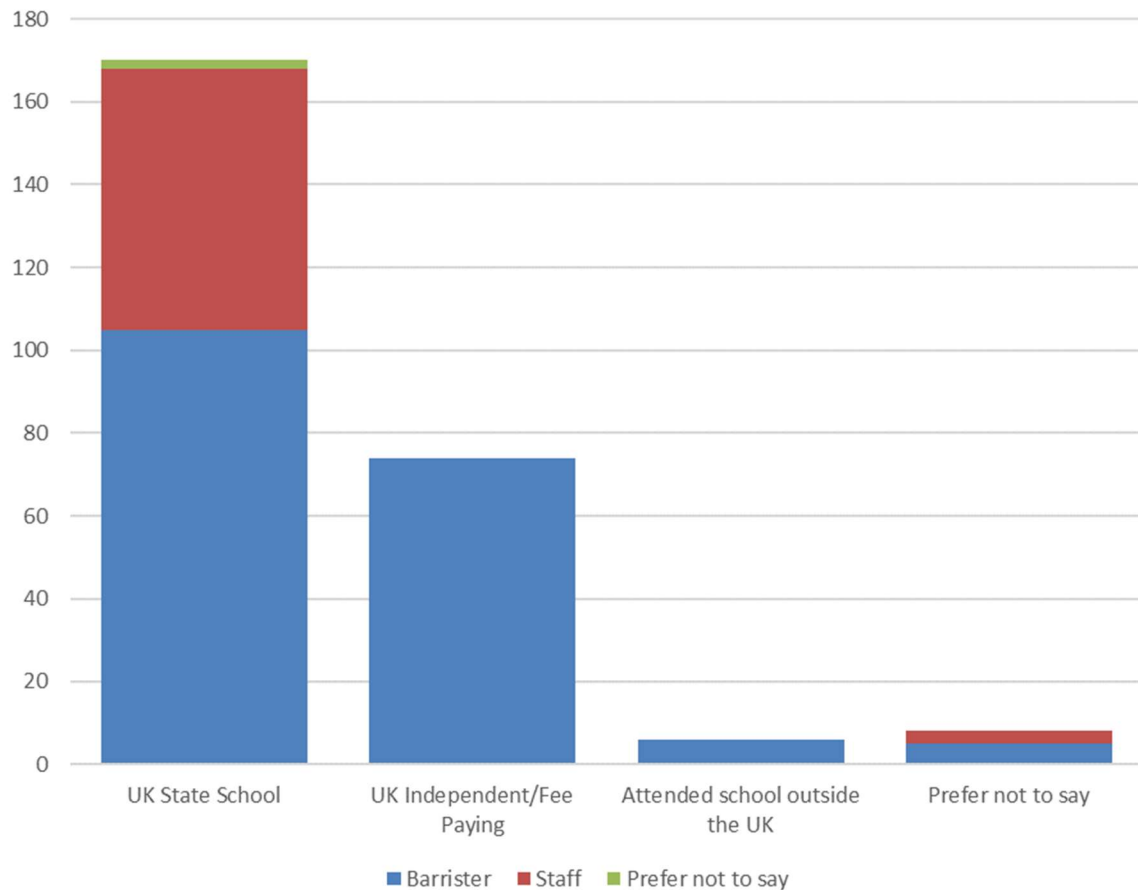
University	Band of call			Total
	0 - 7 years	8 years or more	QC	
Yes	12	67	16	95
No	23	60	8	91
Did not attend	0	1	0	1
Prefer not to say	0	2	1	3
Total	35	130	25	190



Schooling (by role)

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

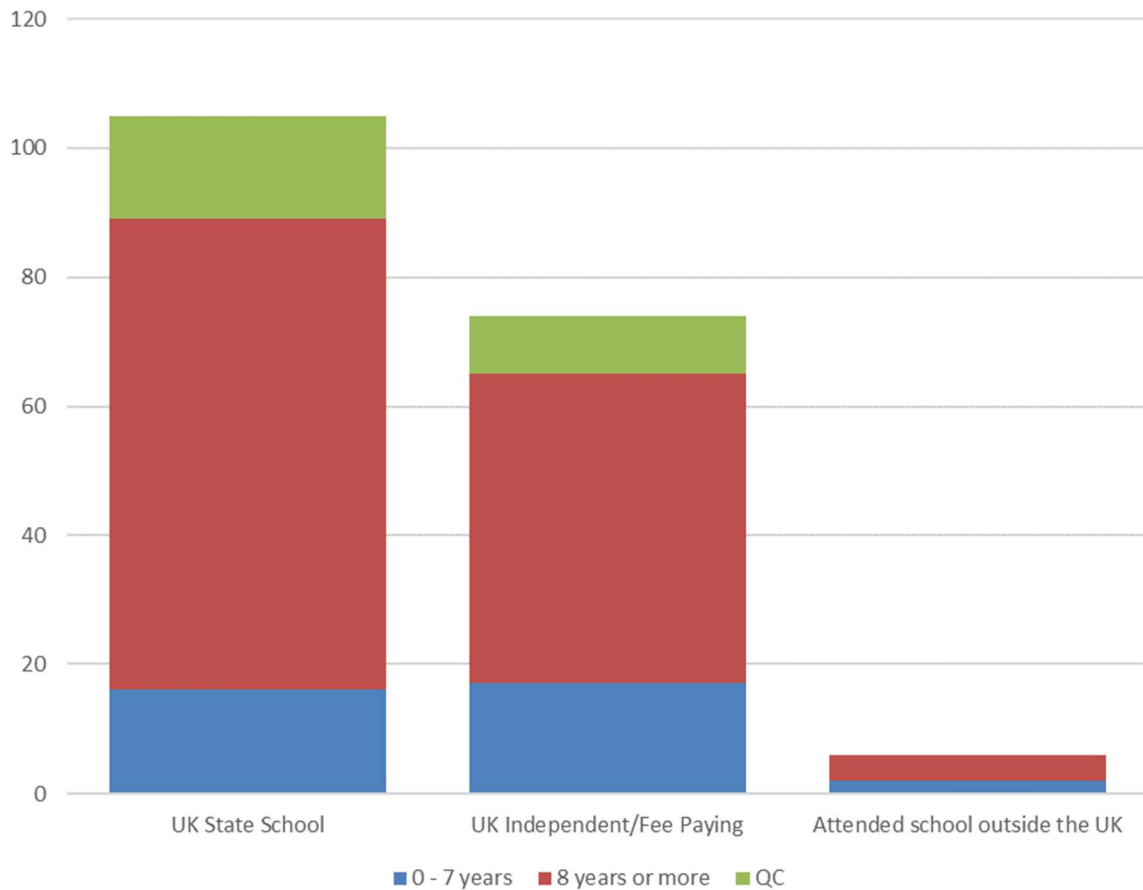
Schooling	Role			Total
	Barrister	Staff	Prefer not to say	
UK State School	105	63	2	170
UK Independent/Fee Paying	74	0	0	74
Attended school outside the UK	6	0	0	6
Prefer not to say	5	3	0	8
Total	190	66	2	258



Schooling (by barrister band of call)

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

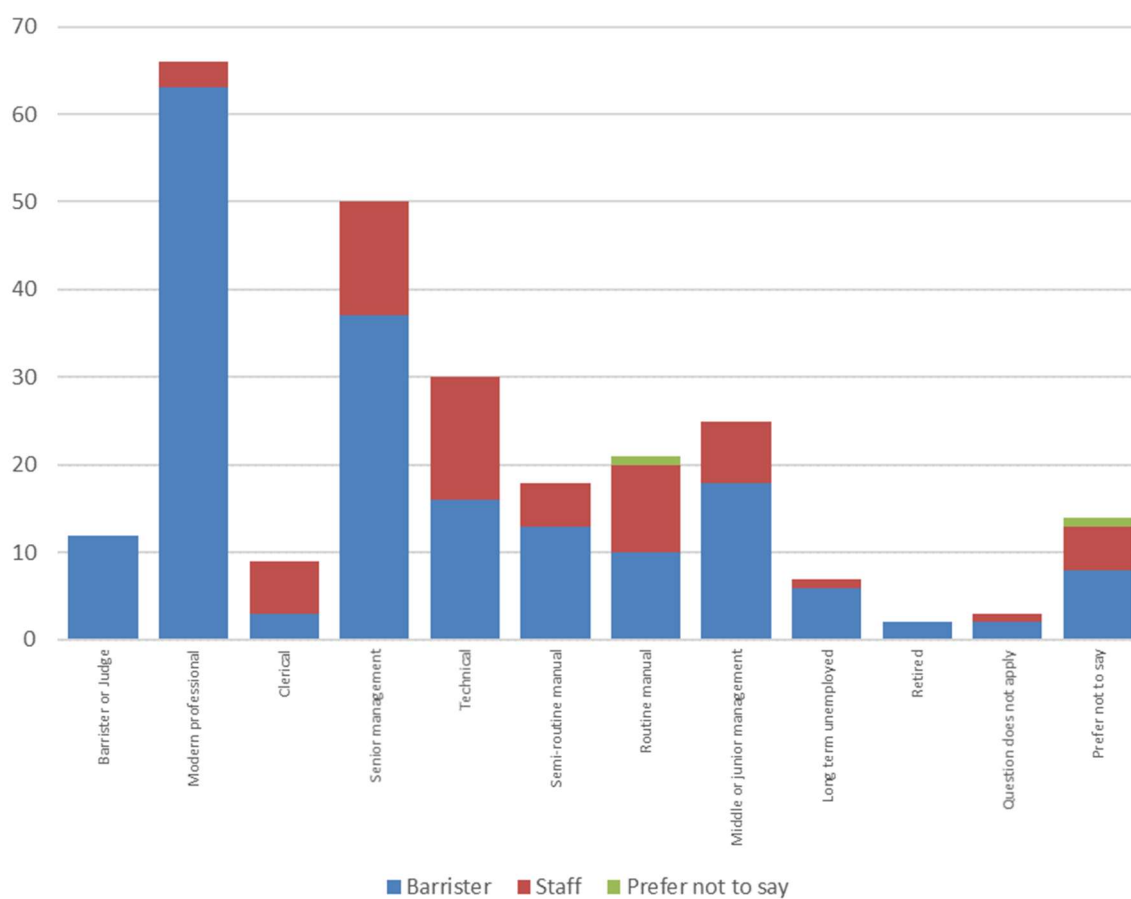
Schooling	Band of call			Total
	0 - 7 years	8 years or more	QC	
UK State School	16	73	16	105
UK Independent/Fee Paying	17	48	9	74
Attended school outside the UK	2	4	0	6
Prefer not to say	0	5	0	5
Total	35	130	25	190



Primary Household Earner (by role)

Which role best describes the type of work your primary household earner undertook during your school years?

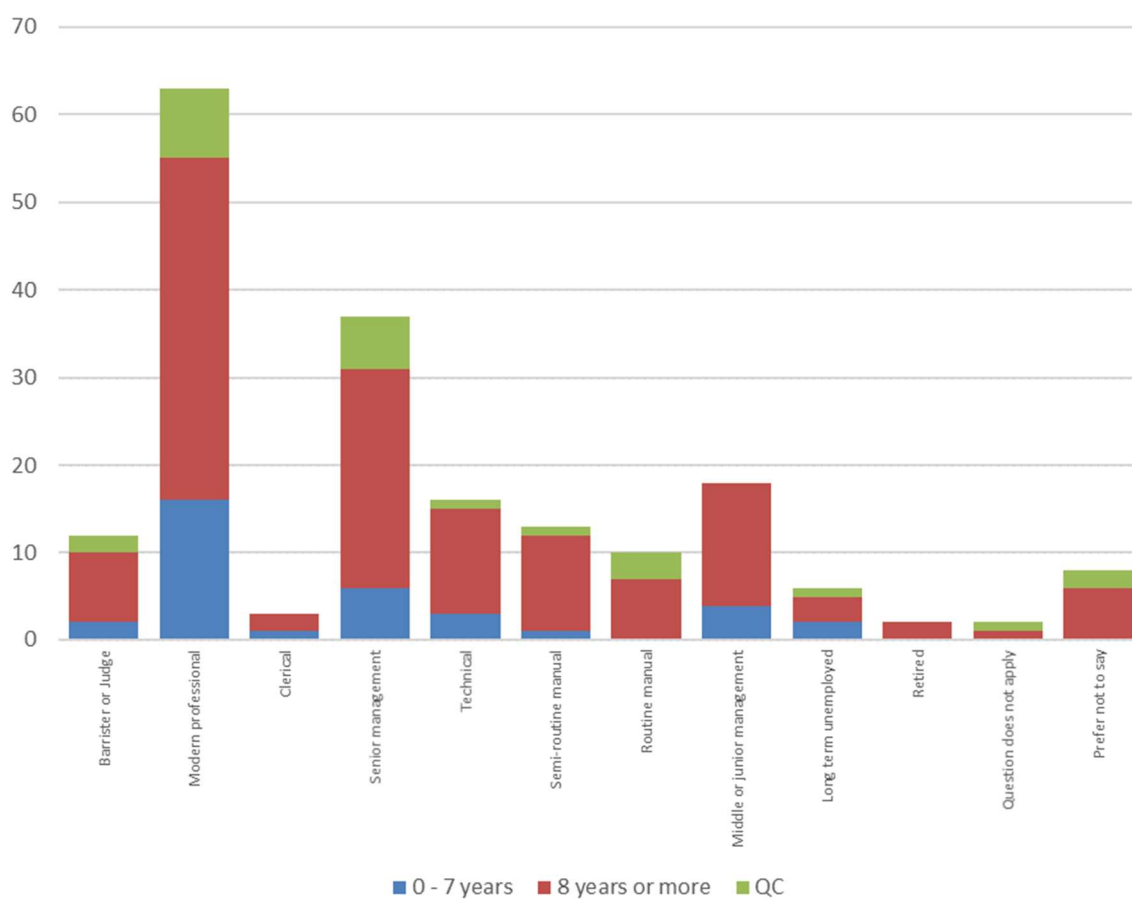
Primary Household Earner	Role			Total
	Barrister	Staff	Prefer not to say	
Barrister or Judge	12	0	0	12
Modern professional	63	3	0	66
Clerical	3	6	0	9
Senior management	37	13	0	50
Technical	16	14	0	30
Semi-routine manual	13	5	0	18
Routine manual	10	10	1	21
Middle or junior management	18	7	0	25
Long term unemployed	6	1	0	7
Retired	2	0	0	2
Question does not apply	2	1	0	3
Prefer not to say	8	5	1	14
Total	190	65	2	257



Primary Household Earner (by barrister band of call)

Which role best describes the type of work your primary household earner undertook during your school years?

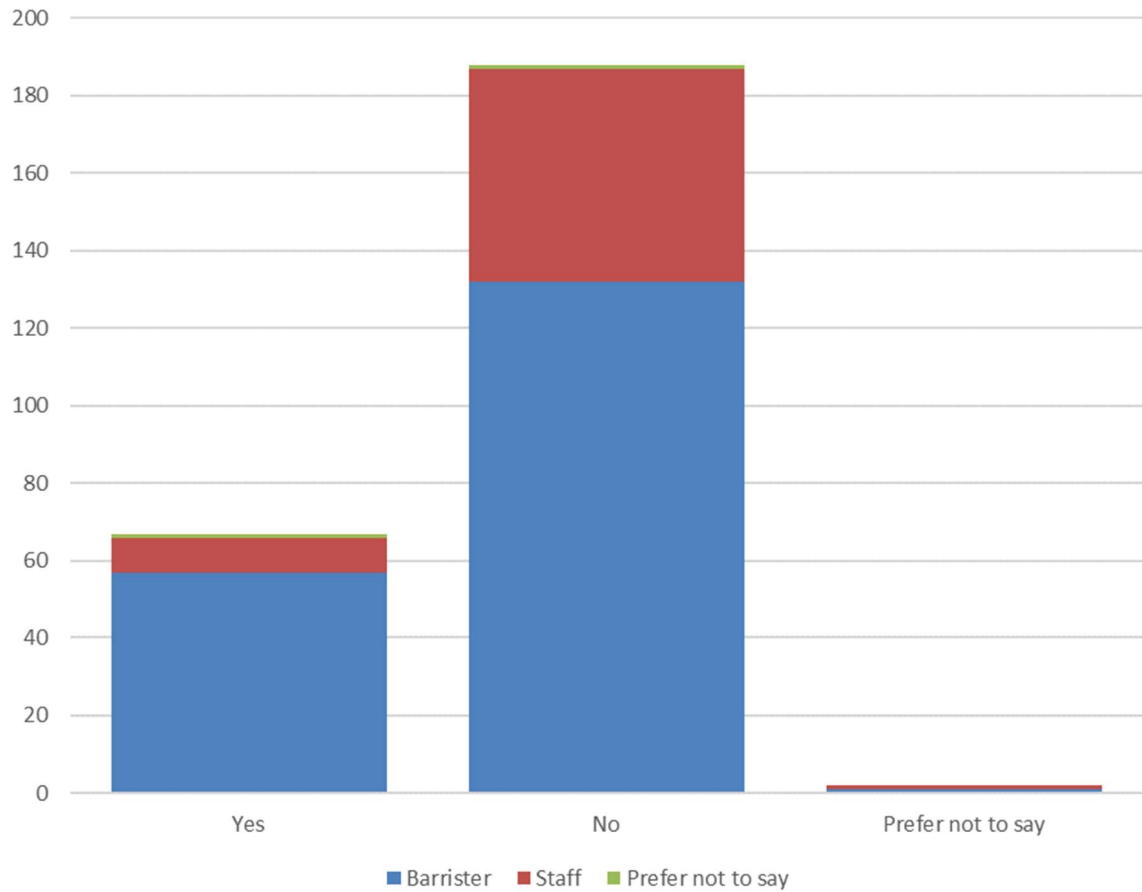
Primary Household Earner	Band of call			Total
	0 - 7 years	8 years or more	QC	
Barrister or Judge	2	8	2	12
Modern professional	16	39	8	63
Clerical	1	2	0	3
Senior management	6	25	6	37
Technical	3	12	1	16
Semi-routine manual	1	11	1	13
Routine manual	0	7	3	10
Middle or junior management	4	14	0	18
Long term unemployed	2	3	1	6
Retired	0	2	0	2
Question does not apply	0	1	1	2
Prefer not to say	0	6	2	8
Total	35	130	25	190



Primary Carer (by role)

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

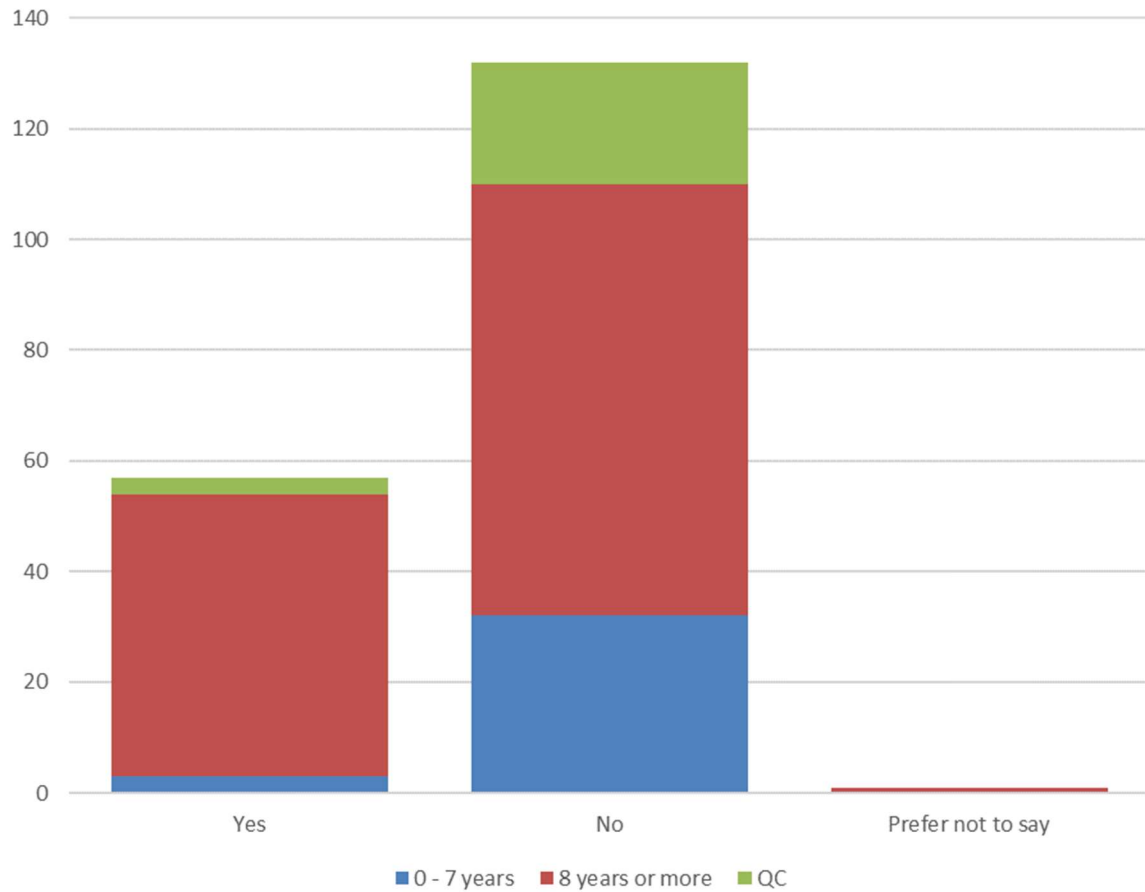
Primary carer	Role			Total
	Barrister	Staff	Prefer not to say	
Yes	57	9	1	67
No	132	55	1	188
Prefer not to say	1	1	0	2
Total	190	65	2	257



Primary Carer (by barrister band of call)

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

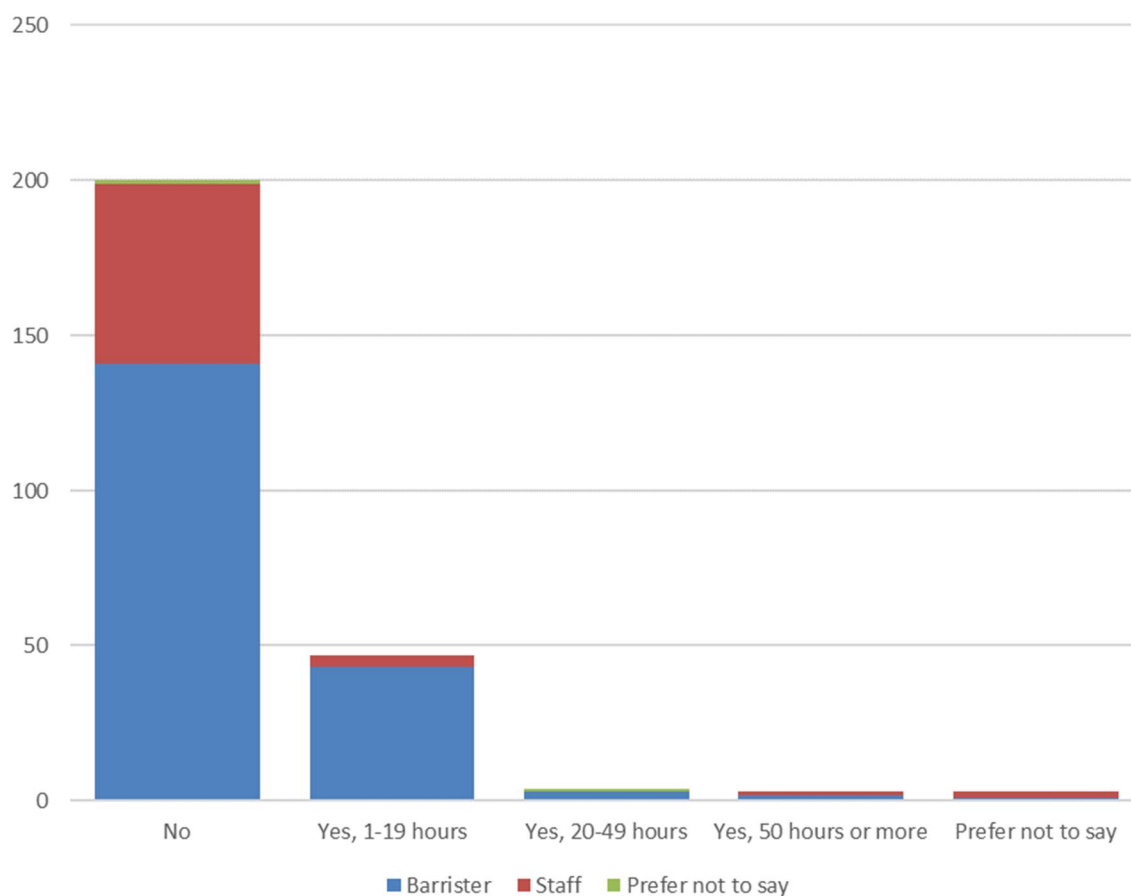
Primary carer	Band of call			QC	Total
	0 - 7 years	8 years or more			
Yes	3	51		3	57
No	32	78		22	132
Prefer not to say	0	1		0	1
Total	35	130		25	190



Other Caring (by role)

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 – Problems related to old age (Do not count anything you do as part of your paid employment)

Other caring	Role			Total
	Barrister	Staff	Prefer not to say	
No	141	58	1	200
Yes, 1-19 hours	43	4	0	47
Yes, 20-49 hours	3	0	1	4
Yes, 50 hours or more	2	1	0	3
Prefer not to say	1	2	0	3
Total	190	65	2	257



Other Caring (by barrister band of call)

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 – Problems related to old age (Do not count anything you do as part of your paid employment)

Other caring	Band of call			Total
	0 - 7 years	8 years or more	QC	
No	29	95	17	141
Yes, 1-19 hours	6	30	7	43
Yes, 20-49 hours	0	3	0	3
Yes, 50 hours or more	0	1	1	2
Prefer not to say	0	1	0	1
Total	35	130	25	190

