

No5 BARRISTERS  
CHAMBERS

EQUALITY  
&  
DIVERSITY  
SURVEY

Report 2025

# 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 July 2025. 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 327 individuals, 211 responses were received, equating to a response rate of 65%. This is below the Bar Council target of 75% - 80% participation and goes against our previous upward trend which saw an 84% response rate in 2022, following 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. The reduction in participation will be addressed for the next return.

Following its introduction in the 2022 report, this report splits data pertaining to barristers into three bands relating to their seniority: 0-7 years call; 8 years call + and KCs. This welcome addition 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. Sixteen 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.

Lisa Martin

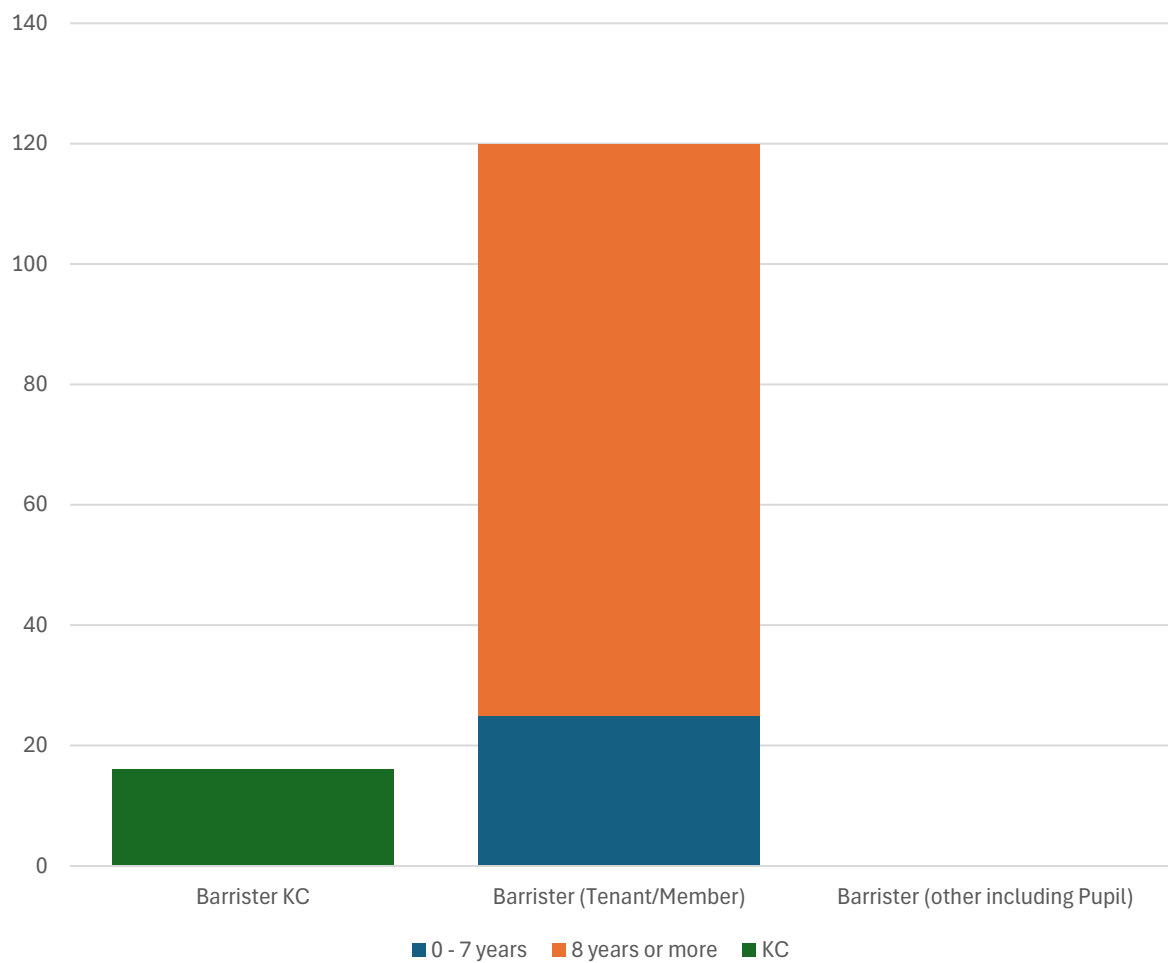
Diversity Data Officer

August 2025

# 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):

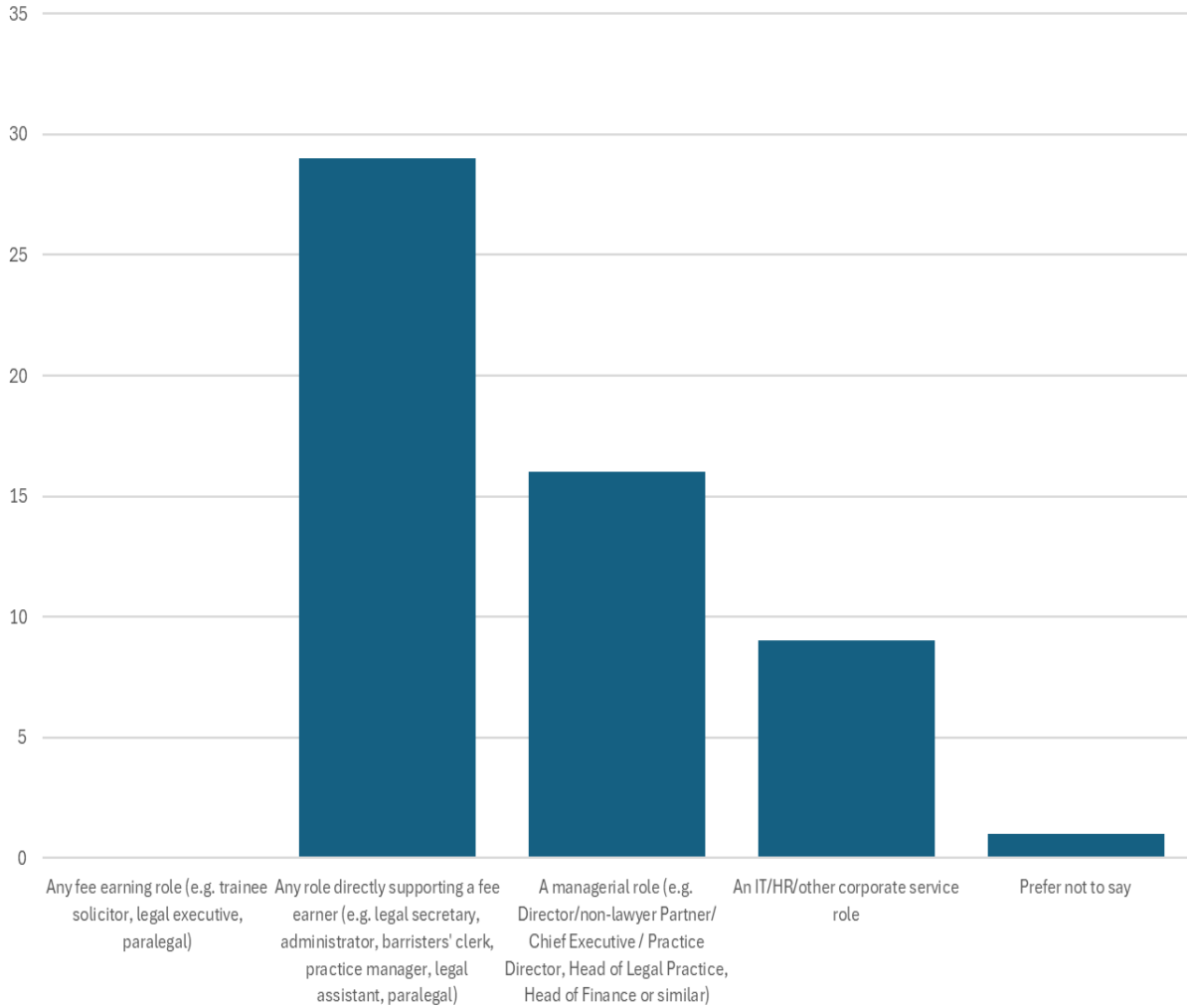
Role	Band of call			Total
	0 - 7 years	8 years or more	KC	
Barrister KC	0	0	16	<b>16</b>
Barrister (Tenant/Member)	25	95	0	<b>120</b>
Barrister (other including Pupil)	0	0	0	<b>0</b>
<b>Total</b>	<b>25</b>	<b>95</b>	<b>16</b>	<b>136</b>



# 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:

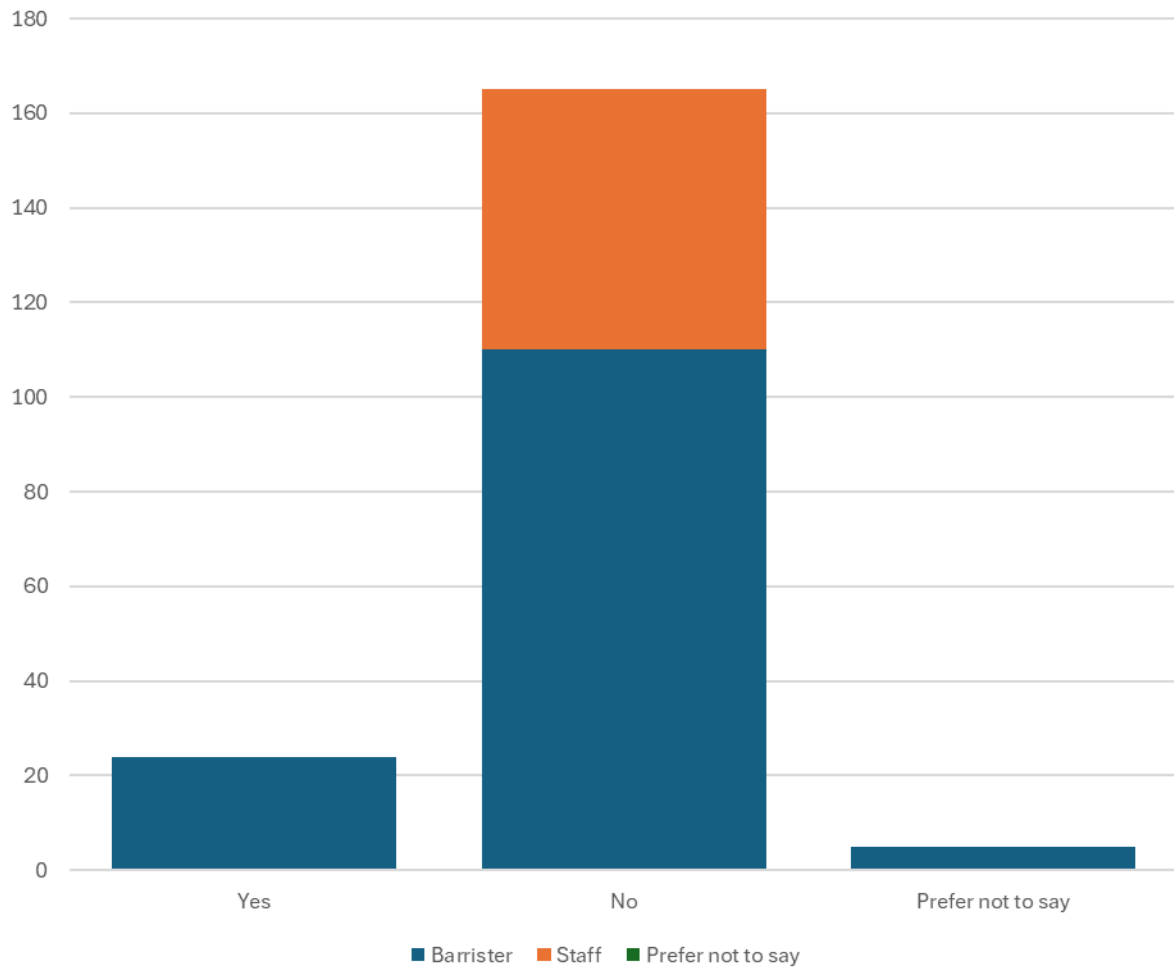
Role	Staff
Any fee earning role (e.g. trainee solicitor, legal executive, paralegal)	0
Any role directly supporting a fee earner (e.g. legal secretary, administrator, barristers' clerk, practice manager, legal assistant, paralegal)	29
A managerial role (e.g. Director/non-lawyer Partner/ Chief Executive / Practice Director, Head of Legal Practice, Head of Finance or similar)	16
An IT/HR/other corporate service role	9
Prefer not to say	1
<b>Total</b>	<b>55</b>



## Shareholding (by role)

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

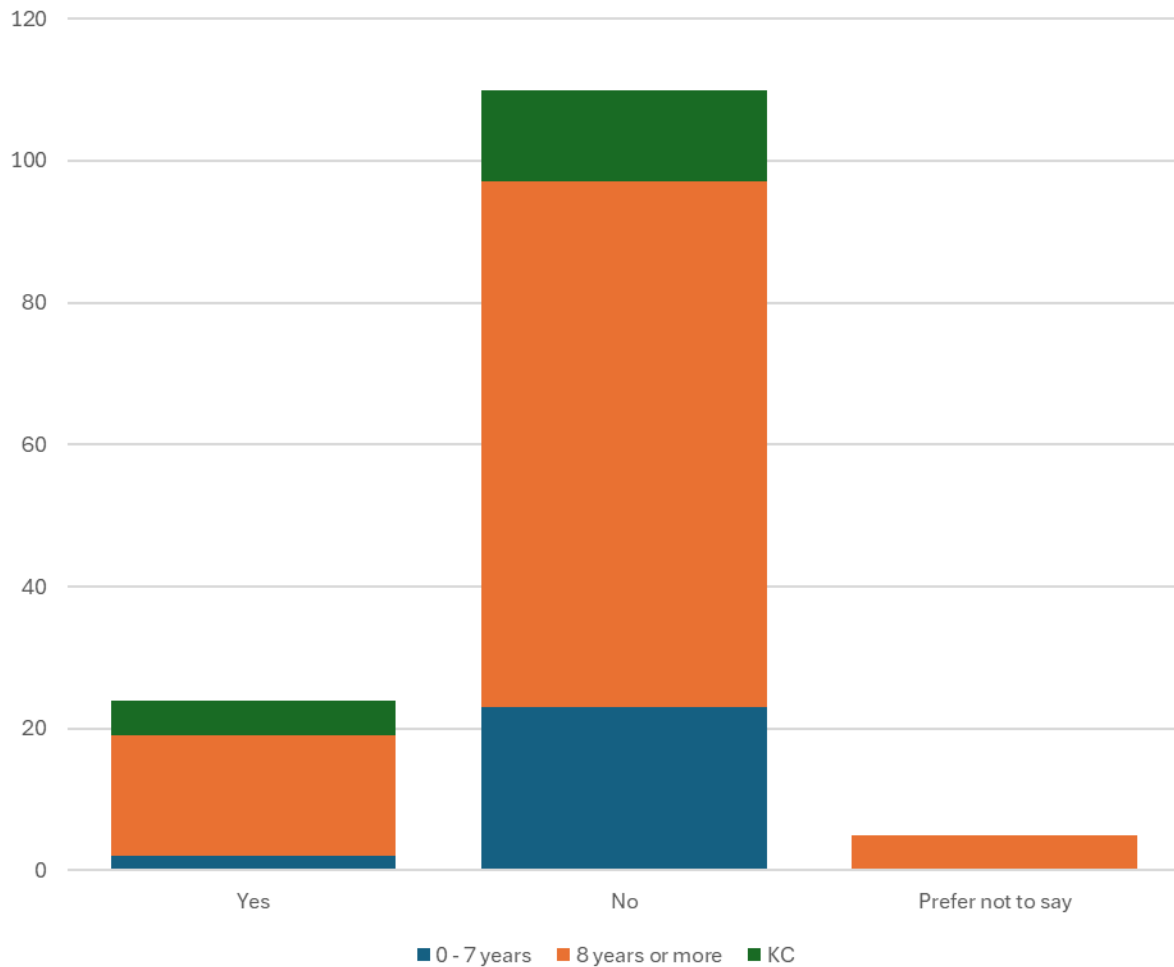
Ownership	Role			Total
	Barrister	Staff	Prefer not to say	
Yes	24	0	0	<b>24</b>
No	110	55	0	<b>165</b>
Prefer not to say	5	0	0	<b>5</b>
<b>Total</b>	<b>139</b>	<b>55</b>	<b>0</b>	<b>194</b>



## Shareholding (by barrister band of call)

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

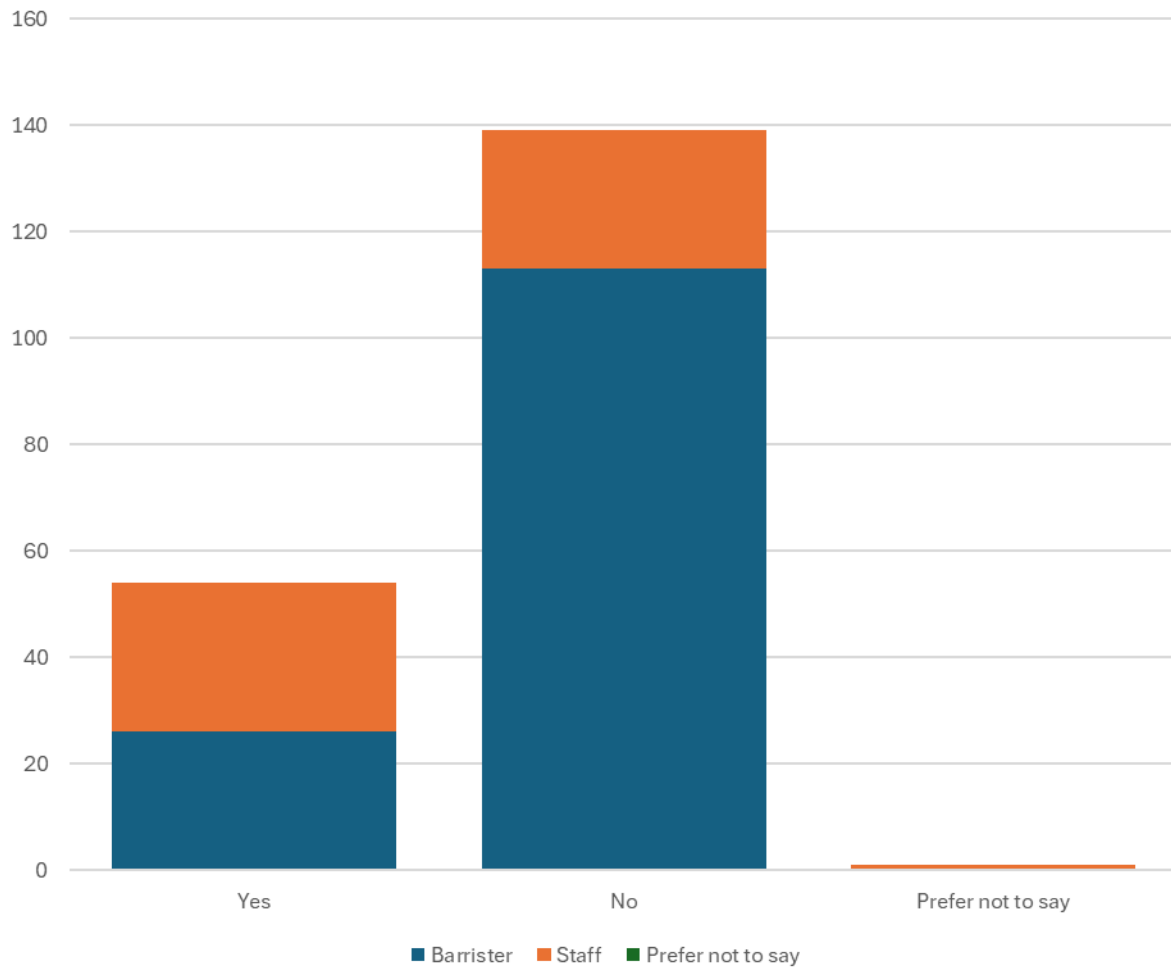
Ownership	Band of call			Total
	0 - 7 years	8 years or more	KC	
Yes	2	17	5	<b>24</b>
No	23	74	13	<b>110</b>
Prefer not to say	0	5	0	<b>5</b>
<b>Total</b>	<b>25</b>	<b>96</b>	<b>18</b>	<b>139</b>



## Supervising Others (by role)

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

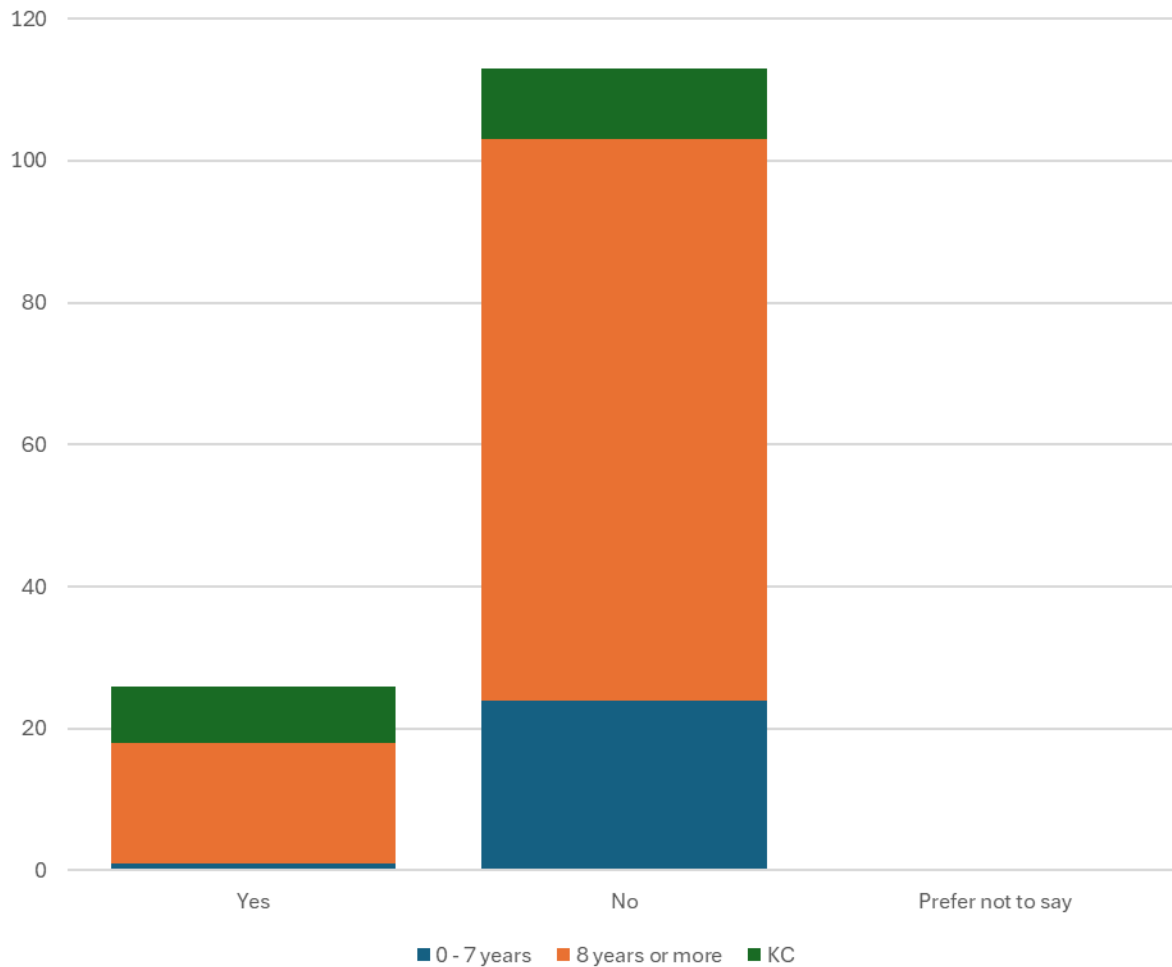
Supervising others	Role			Total
	Barrister	Staff	Prefer not to say	
Yes	26	28	0	54
No	113	26	0	139
Prefer not to say	0	1	0	1
<b>Total</b>	<b>139</b>	<b>55</b>	<b>0</b>	<b>194</b>



## Supervising Others (by barrister band of call)

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

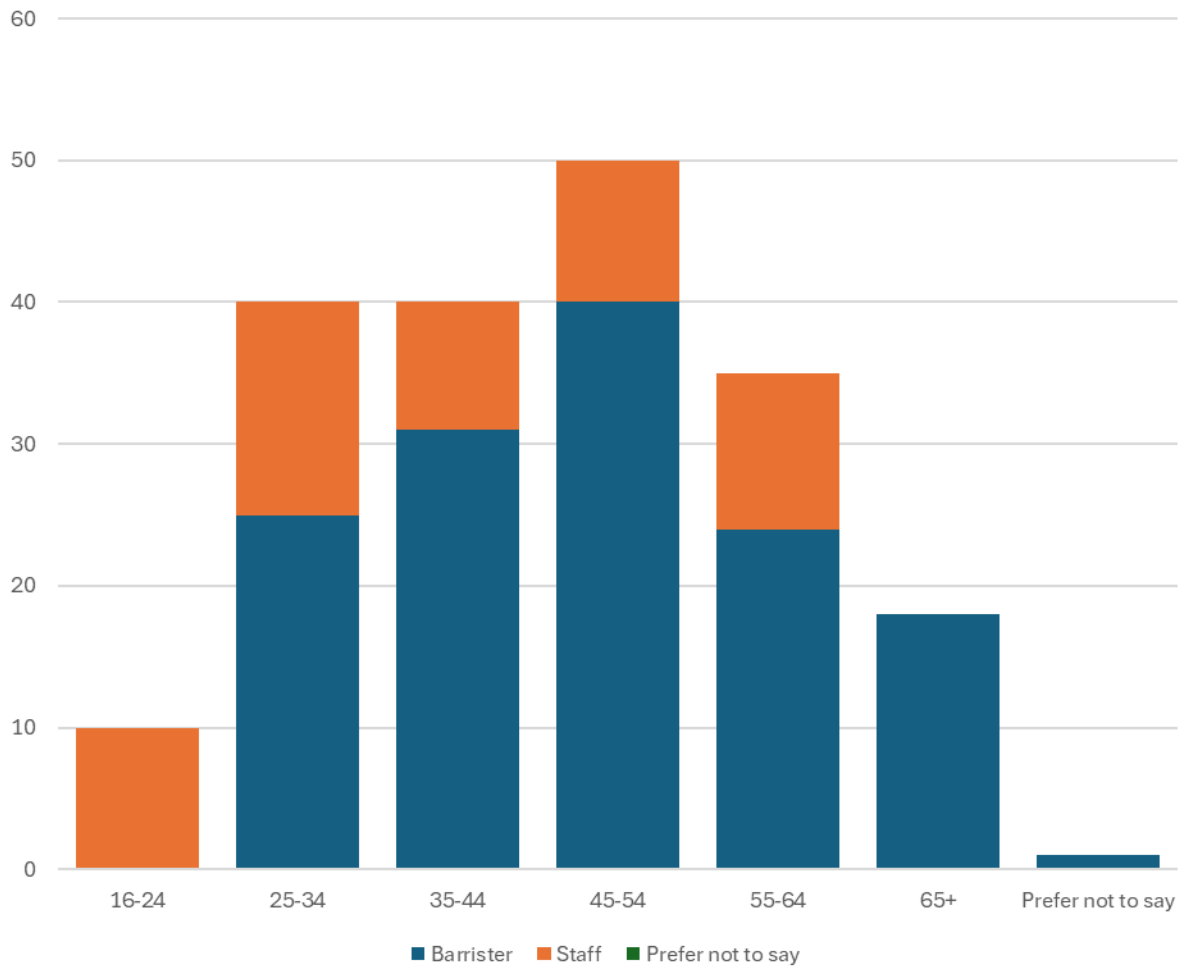
Supervising others	Band of call			Total
	0 - 7 years	8 years or more	KC	
Yes	1	17	8	<b>26</b>
No	24	79	10	<b>113</b>
Prefer not to say	0	0	0	<b>0</b>
<b>Total</b>	<b>25</b>	<b>96</b>	<b>18</b>	<b>139</b>



## Age (by role)

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

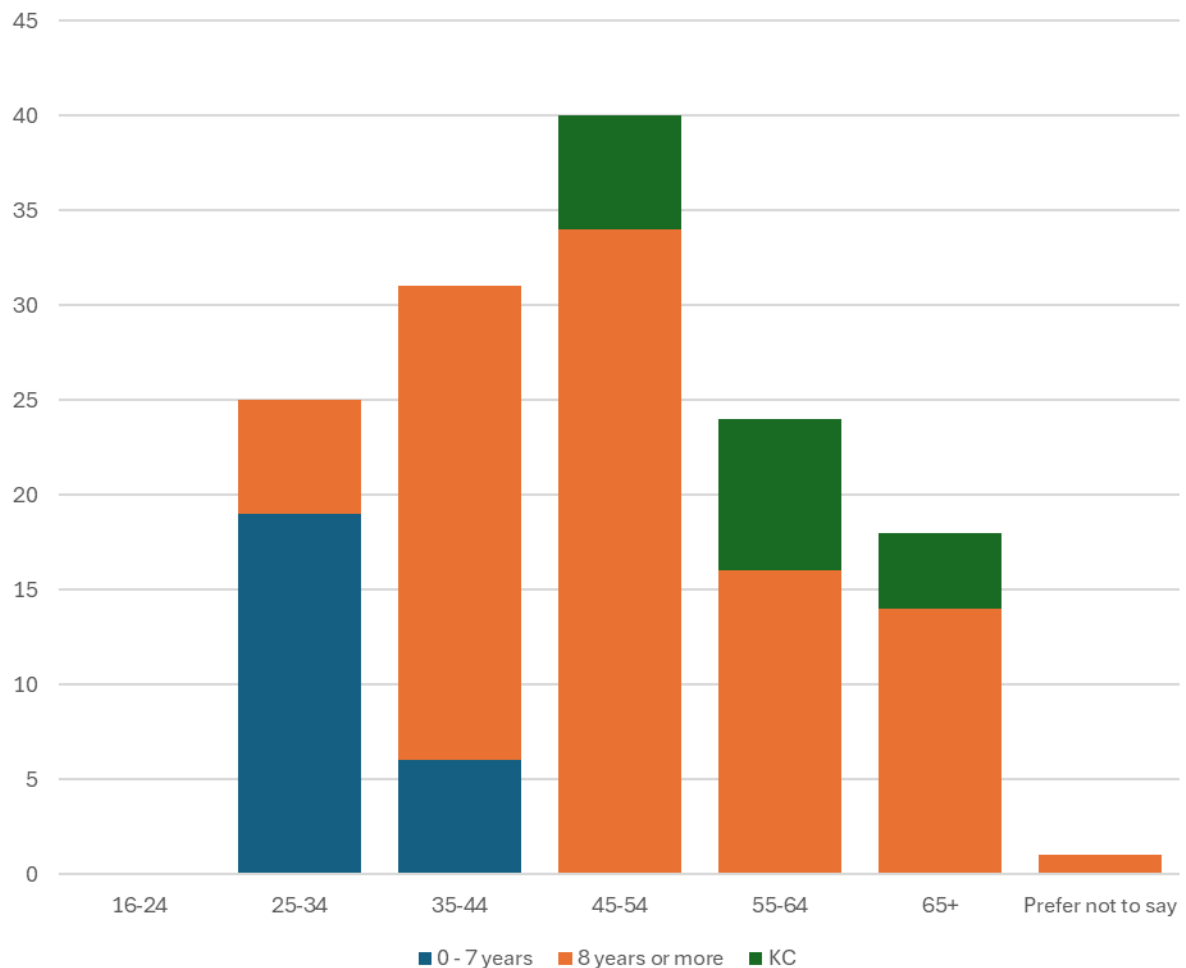
Age	Role			Total
	Barrister	Staff	Prefer not to say	
16-24	0	10	0	<b>10</b>
25-34	25	15	0	<b>40</b>
35-44	31	9	0	<b>40</b>
45-54	40	10	0	<b>50</b>
55-64	24	11	0	<b>35</b>
65+	18	0	0	<b>18</b>
Prefer not to say	1	0	0	<b>1</b>
<b>Total</b>	<b>139</b>	<b>55</b>	<b>0</b>	<b>194</b>



## Age (by barrister band of call)

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

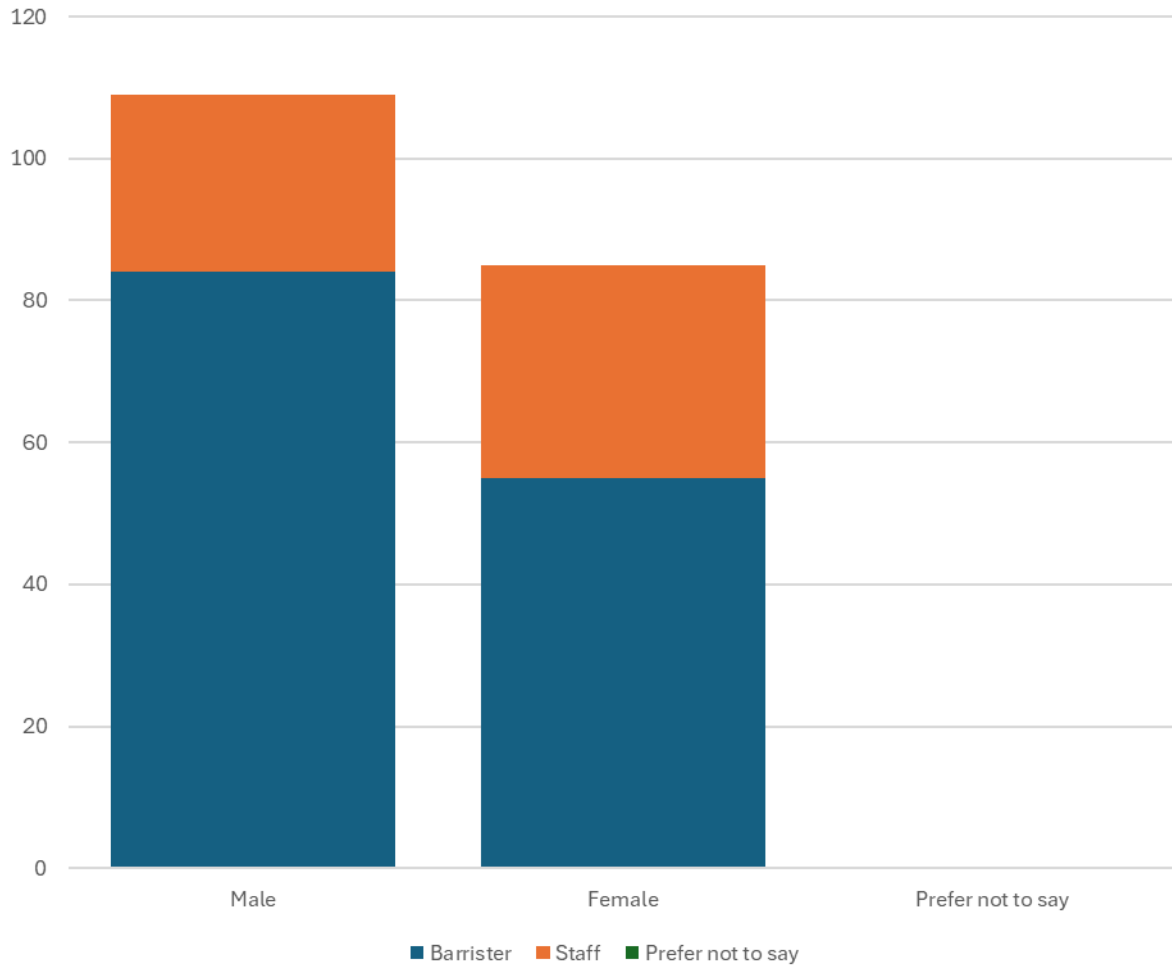
Age	Band of call			Total
	0 - 7 years	8 years or more	KC	
16-24	0	0	0	0
25-34	19	6	0	25
35-44	6	25	0	31
45-54	0	34	6	40
55-64	0	16	8	24
65+	0	14	4	18
Prefer not to say	0	1	0	1
<b>Total</b>	<b>25</b>	<b>96</b>	<b>18</b>	<b>139</b>



# Gender (by role)

What is your gender?

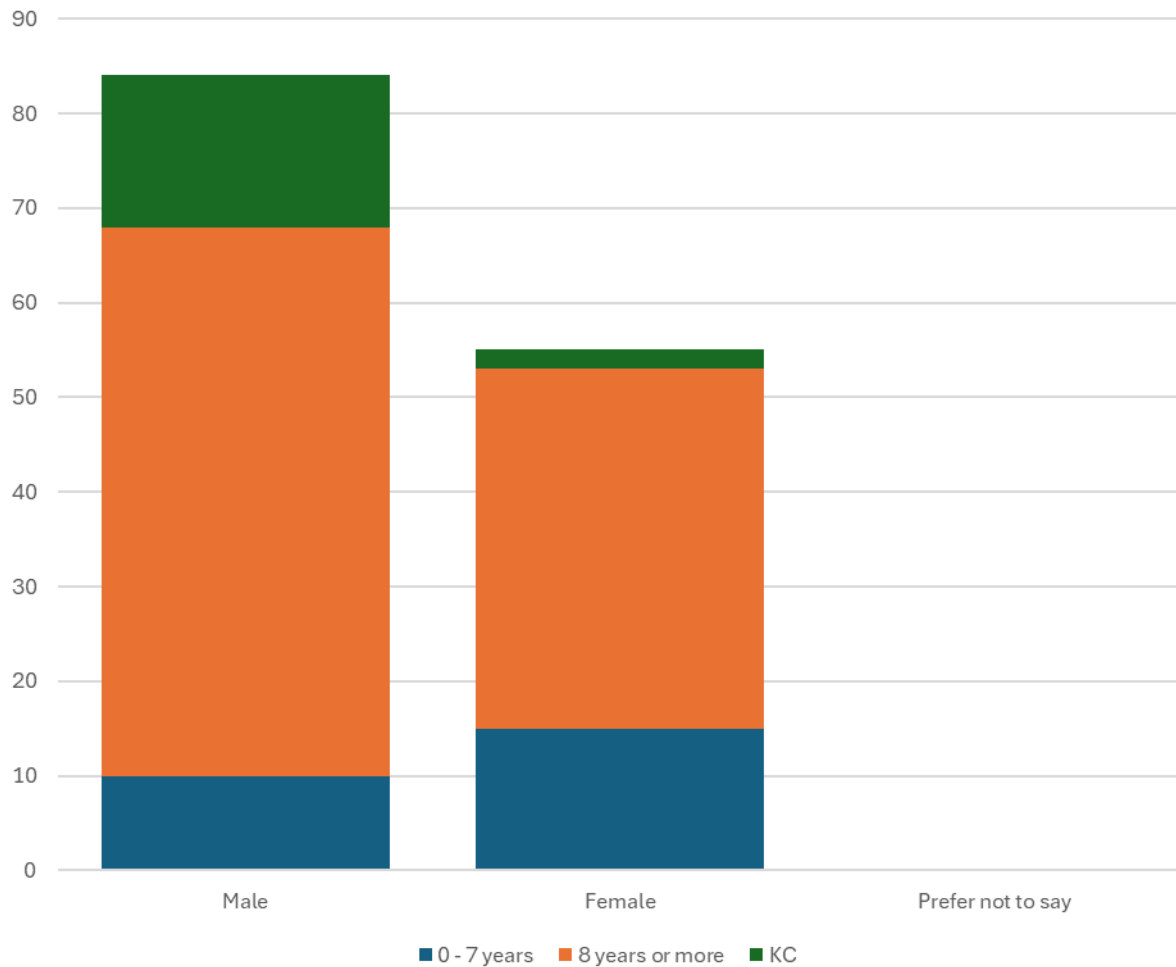
Gender	Role			Total
	Barrister	Staff	Prefer not to say	
Male	84	25	0	<b>109</b>
Female	55	30	0	<b>85</b>
Prefer not to say	0	0	0	<b>0</b>
<b>Total</b>	<b>139</b>	<b>55</b>	<b>0</b>	<b>194</b>



# Gender (by barrister band of call)

What is your gender?

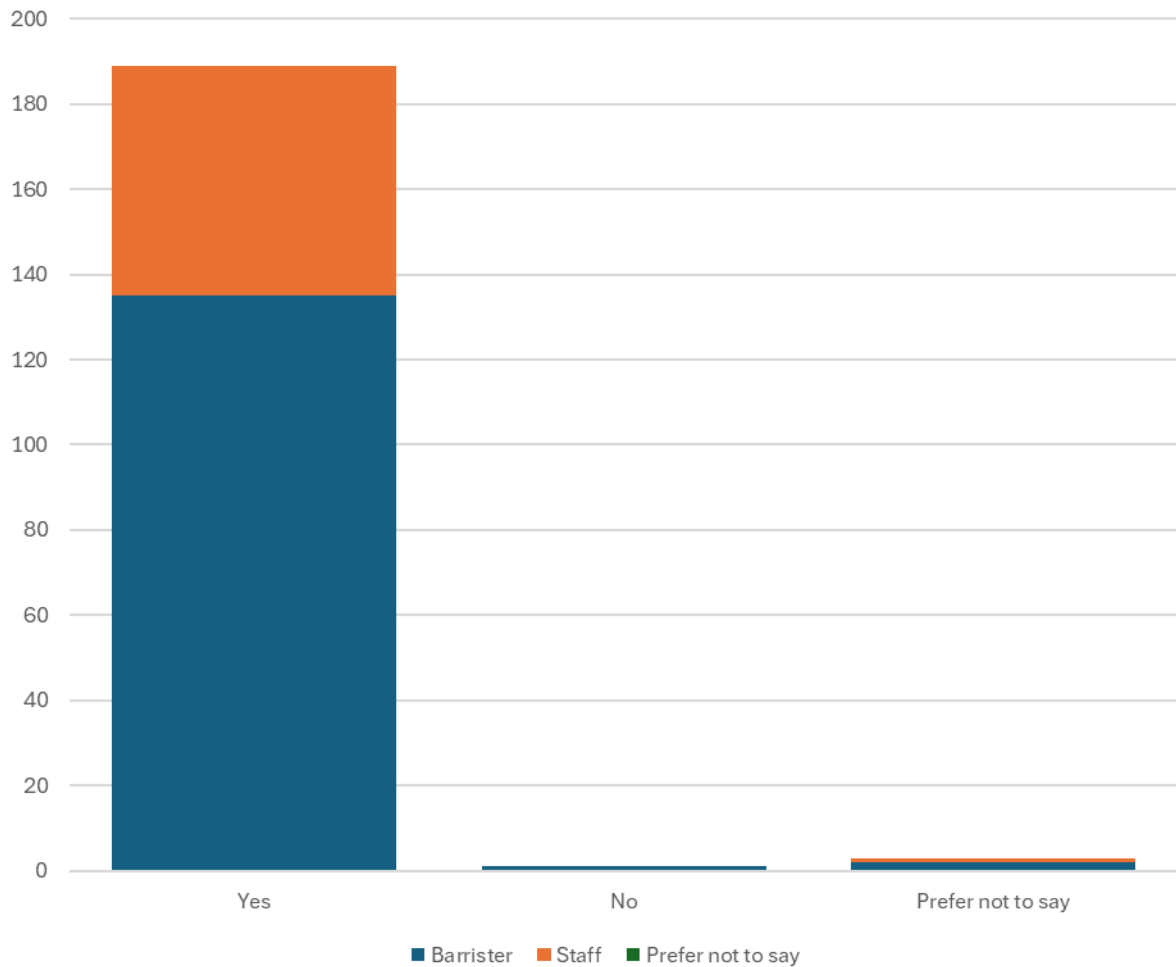
Gender	Band of call			Total
	0 - 7 years	8 years or more	KC	
Male	10	58	16	84
Female	15	38	2	55
Prefer not to say	0	0	0	0
<b>Total</b>	<b>25</b>	<b>96</b>	<b>18</b>	<b>139</b>



## Gender Identity/Expression (by role)

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

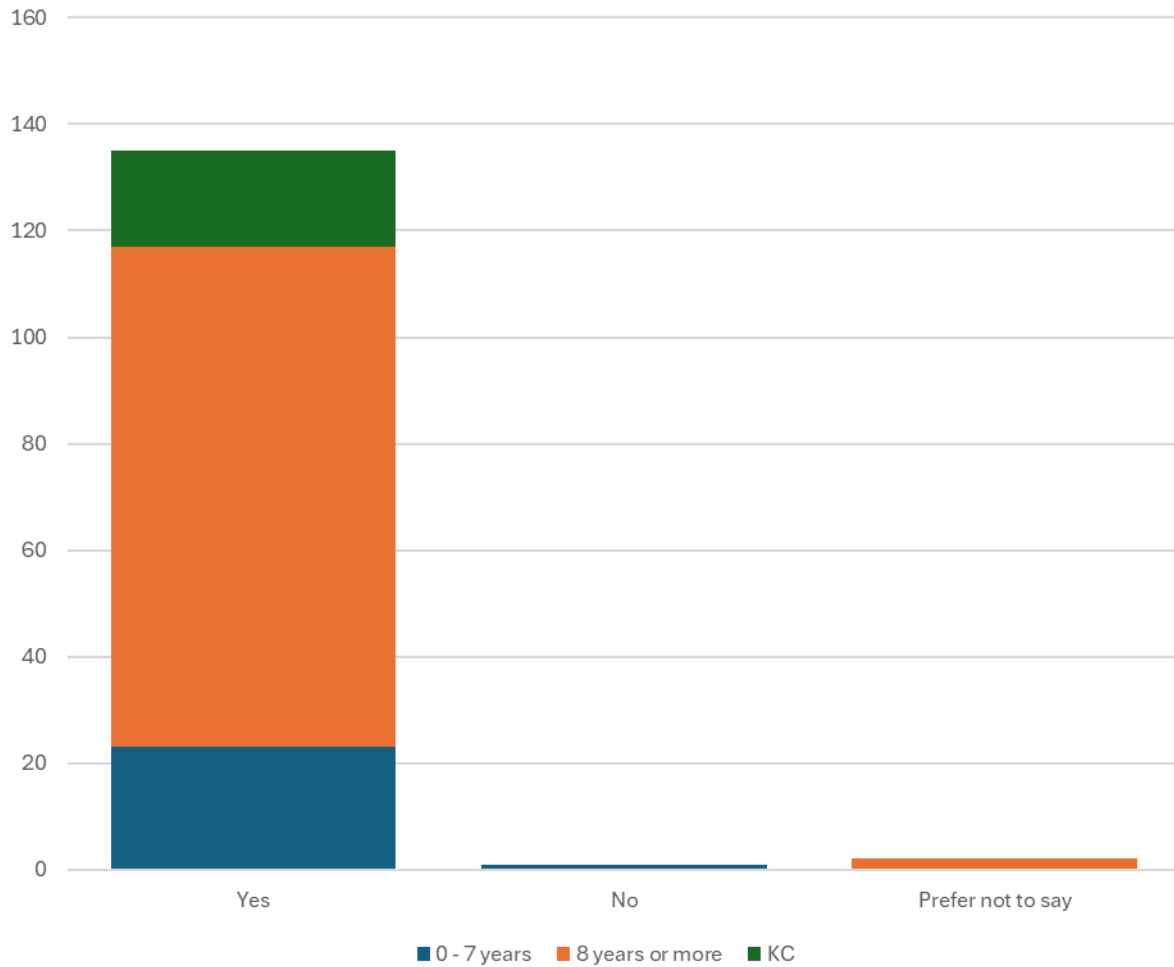
Same gender	Role			Total
	Barrister	Staff	Prefer not to say	
Yes	135	54	0	<b>189</b>
No	1	0	0	<b>1</b>
Prefer not to say	2	1	0	<b>3</b>
<b>Total</b>	<b>138</b>	<b>55</b>	<b>0</b>	<b>193</b>



# Gender Identity/Expression (by barrister band of call)

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

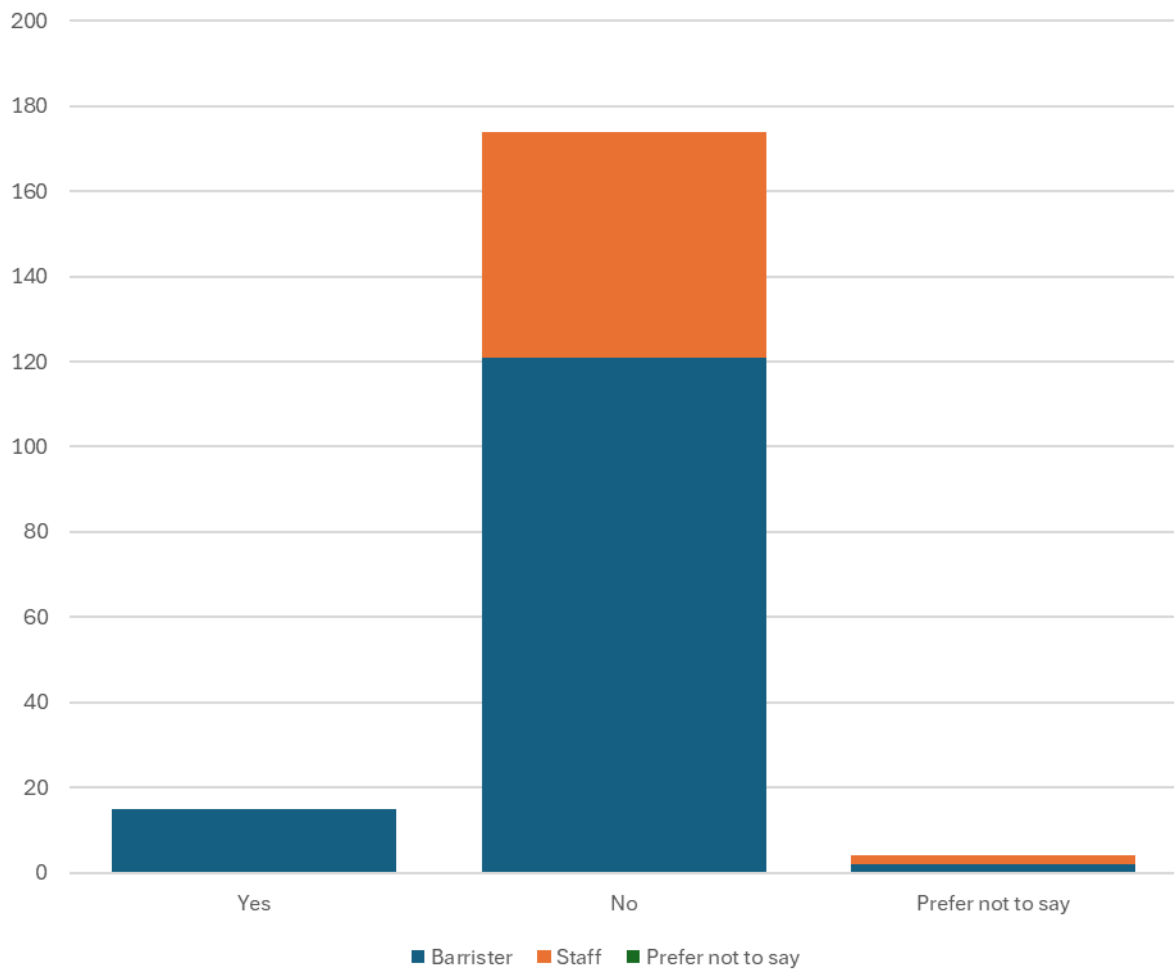
Same gender	Band of call			Total
	0 - 7 years	8 years or more	KC	
Yes	23	94	18	<b>135</b>
No	1	0	0	<b>1</b>
Prefer not to say	0	2	0	<b>2</b>
<b>Total</b>	<b>24</b>	<b>96</b>	<b>18</b>	<b>138</b>



## Disability (by role)

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

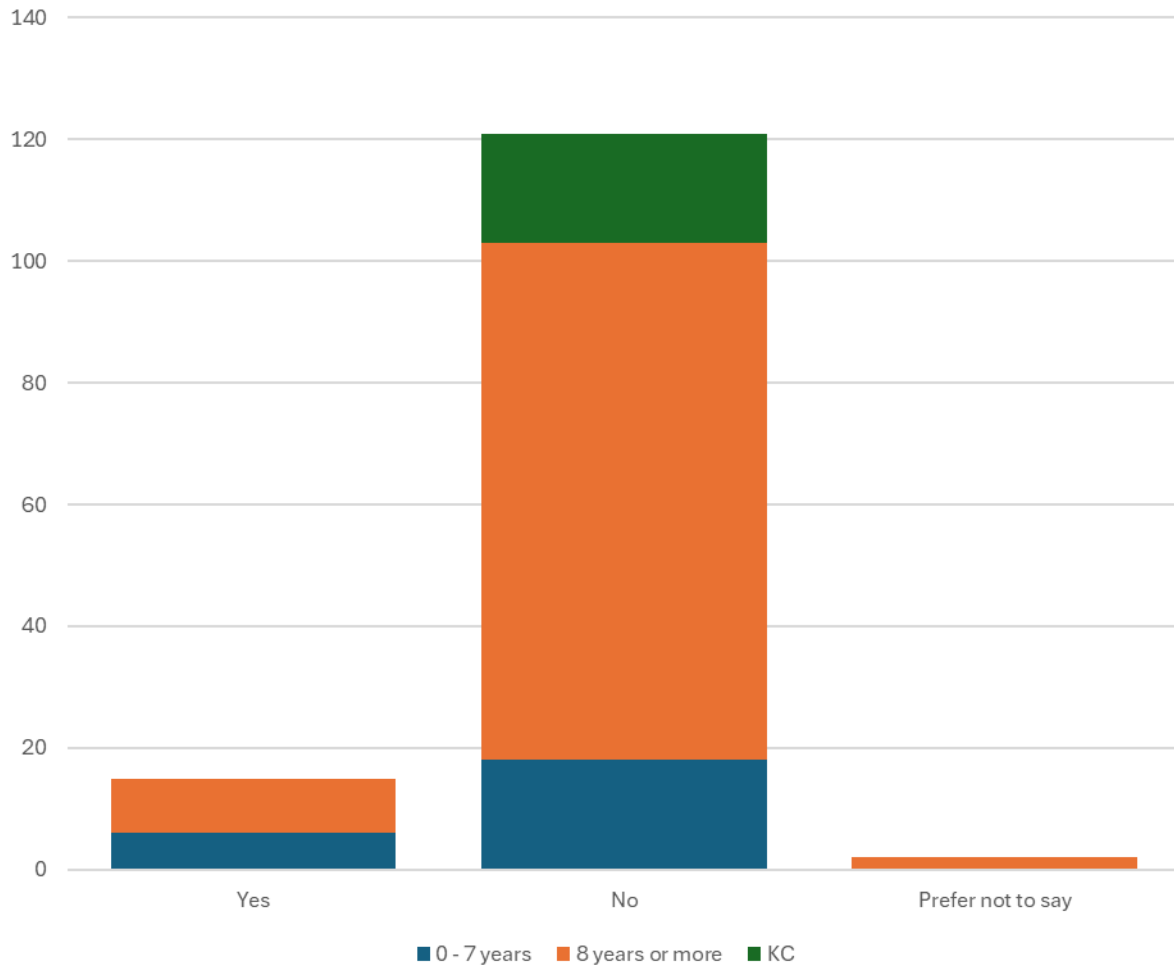
Disability	Role			Total
	Barrister	Staff	Prefer not to say	
Yes	15	0	0	15
No	121	53	0	174
Prefer not to say	2	2	0	4
<b>Total</b>	<b>138</b>	<b>55</b>	<b>0</b>	<b>193</b>



## Disability (by barrister band of call)

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

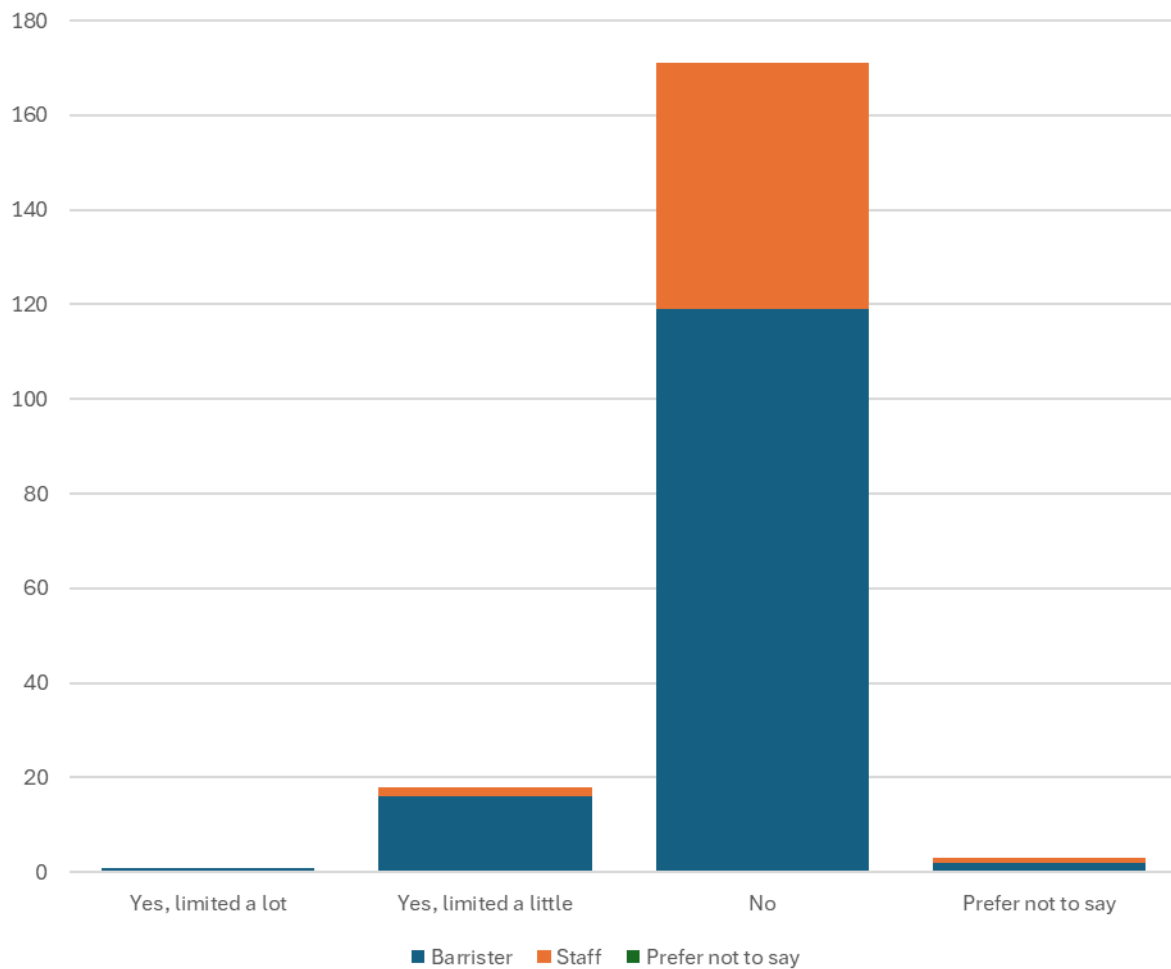
Disability	Band of call			Total
	0 - 7 years	8 years or more	KC	
Yes	6	9	0	15
No	18	85	18	121
Prefer not to say	0	2	0	2
<b>Total</b>	<b>24</b>	<b>96</b>	<b>18</b>	<b>138</b>



## 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?

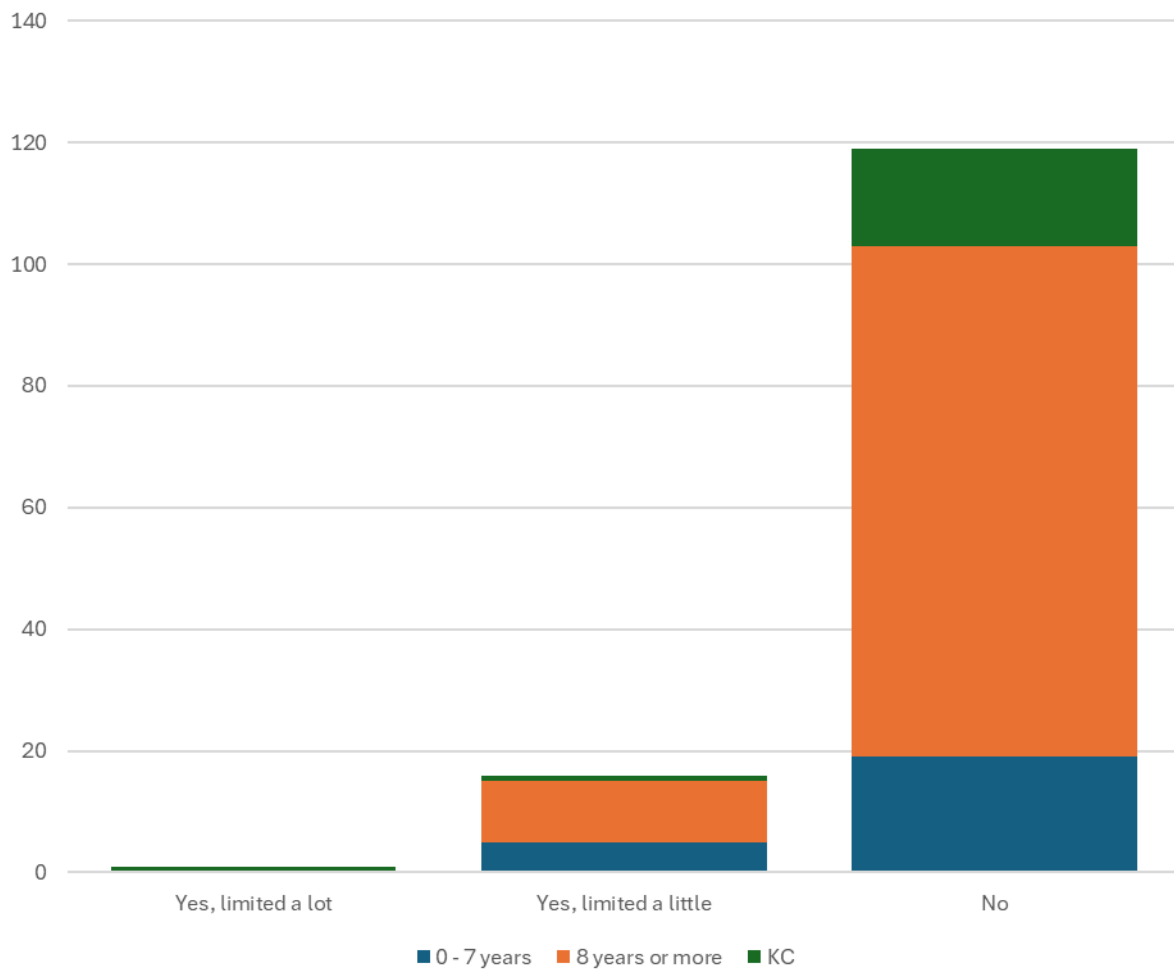
Day to day limited	Role			Total
	Barrister	Staff	Prefer not to say	
Yes, limited a lot	1	0	0	1
Yes, limited a little	16	2	0	18
No	119	52	0	171
Prefer not to say	2	1	0	3
<b>Total</b>	<b>138</b>	<b>55</b>	<b>0</b>	<b>193</b>



## 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?

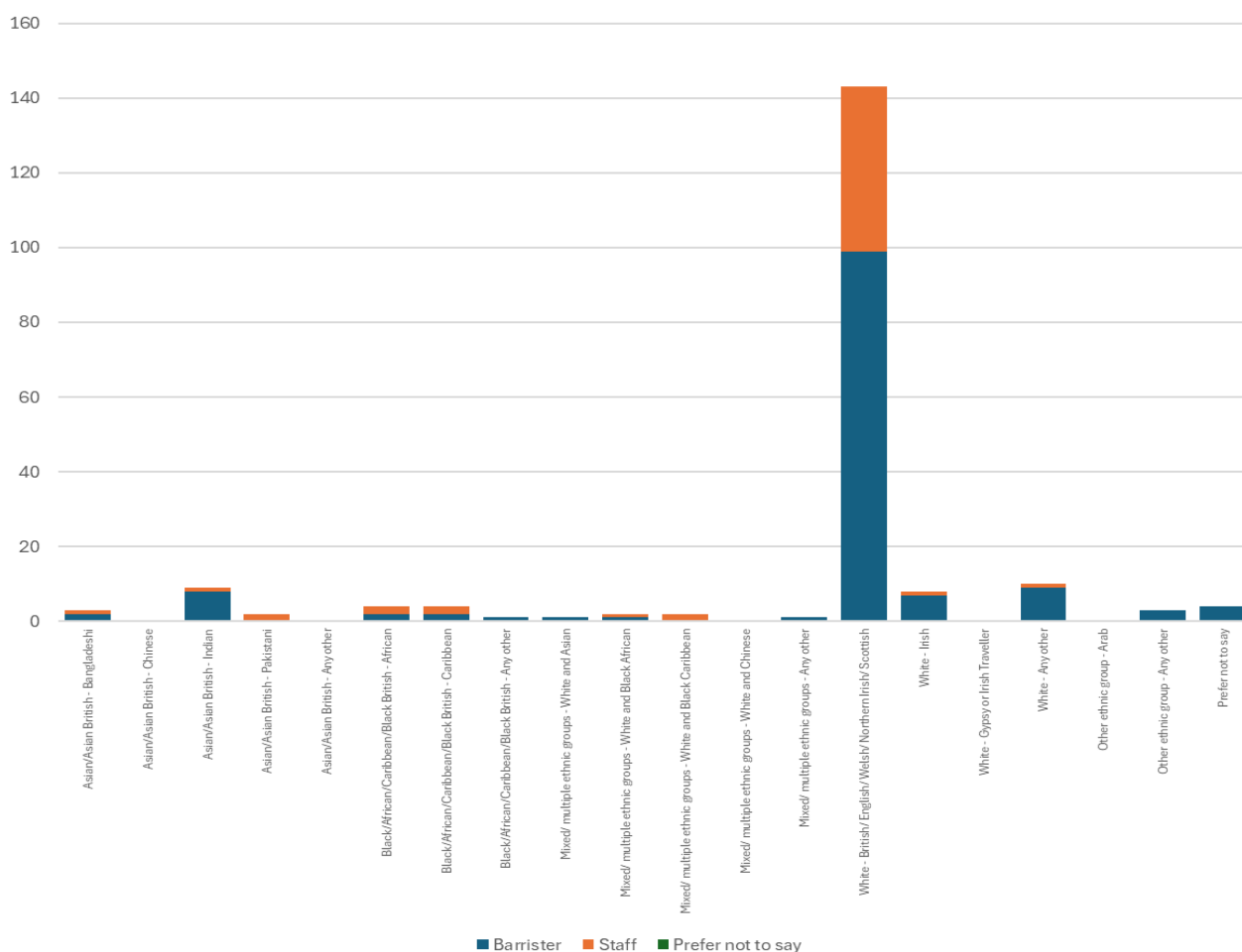
Day to day limited	Band of call			Total
	0 - 7 years	8 years or more	KC	
Yes, limited a lot	0	0	1	<b>1</b>
Yes, limited a little	5	10	1	<b>16</b>
No	19	84	16	<b>119</b>
Prefer not to say	0	2	0	<b>2</b>
<b>Total</b>	<b>24</b>	<b>96</b>	<b>18</b>	<b>138</b>



# Ethnic Origin (by role)

What is your ethnic group?

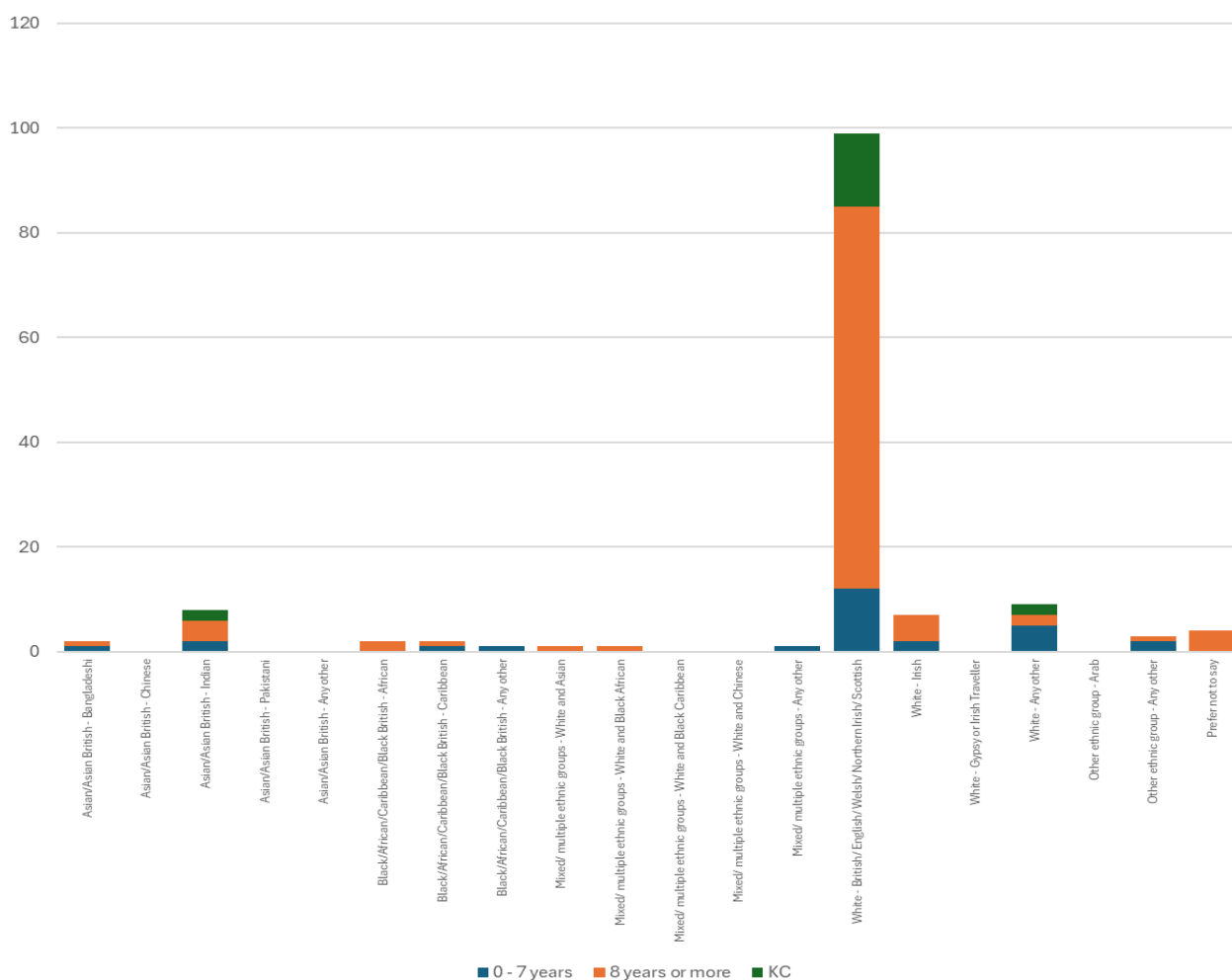
Ethnic Origin	Role			Total
	Barrister	Staff	Prefer not to say	
Asian/Asian British - Bangladeshi	2	1	0	3
Asian/Asian British - Chinese	0	0	0	0
Asian/Asian British - Indian	8	1	0	9
Asian/Asian British - Pakistani	0	2	0	2
Asian/Asian British - Any other	0	0	0	0
Black/African/Caribbean/Black British - African	2	2	0	4
Black/African/Caribbean/Black British - Caribbean	2	2	0	4
Black/African/Caribbean/Black British - Any other	1	0	0	1
Mixed/ multiple ethnic groups - White and Asian	1	0	0	1
Mixed/ multiple ethnic groups - White and Black African	1	1	0	2
Mixed/ multiple ethnic groups - White and Black Caribbean	0	2	0	2
Mixed/ multiple ethnic groups - White and Chinese	0	0	0	0
Mixed/ multiple ethnic groups - Any other	1	0	0	1
White - British/ English/ Welsh/ Northern Irish/ Scottish	99	44	0	143
White - Irish	7	1	0	8
White - Gypsy or Irish Traveller	0	0	0	0
White - Any other	9	1	0	10
Other ethnic group - Arab	0	0	0	0
Other ethnic group - Any other	3	0	0	3
Prefer not to say	4	0	0	4
<b>Total</b>	<b>140</b>	<b>57</b>	<b>0</b>	<b>197</b>



# Ethnic Origin (by barrister band of call)

What is your ethnic group?

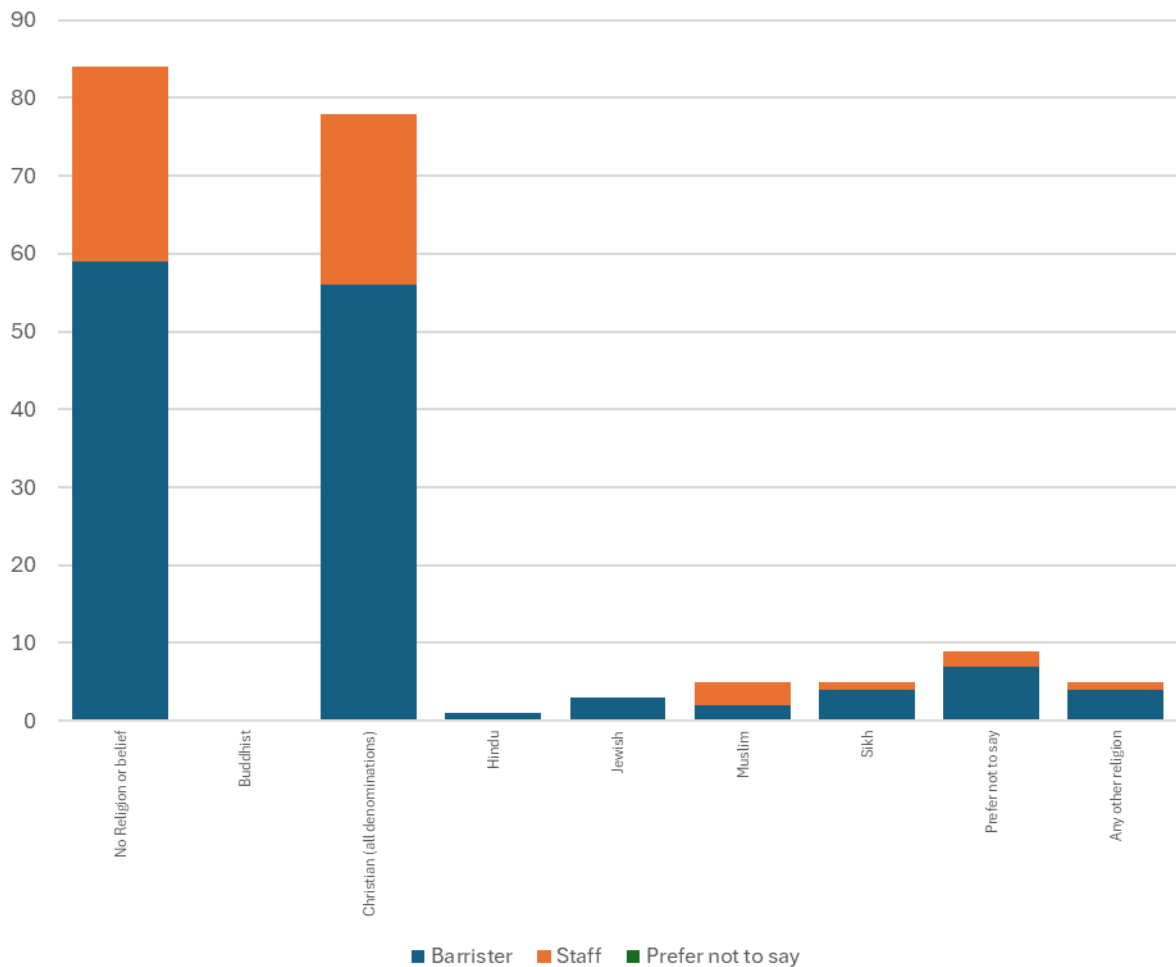
Ethnic Origin	Band of call			Total
	0 - 7 years	8 years or more	KC	
Asian/Asian British - Bangladeshi	1	1	0	2
Asian/Asian British - Chinese	0	0	0	0
Asian/Asian British - Indian	2	4	2	8
Asian/Asian British - Pakistani	0	0	0	0
Asian/Asian British - Any other	0	0	0	0
Black/African/Caribbean/Black British - African	0	2	0	2
Black/African/Caribbean/Black British - Caribbean	1	1	0	2
Black/African/Caribbean/Black British - Any other	1	0	0	1
Mixed/ multiple ethnic groups - White and Asian	0	1	0	1
Mixed/ multiple ethnic groups - White and Black African	0	1	0	1
Mixed/ multiple ethnic groups - White and Black Caribbean	0	0	0	0
Mixed/ multiple ethnic groups - White and Chinese	0	0	0	0
Mixed/ multiple ethnic groups - Any other	1	0	0	1
White - British/ English/ Welsh/ Northern Irish/ Scottish	12	73	14	99
White - Irish	2	5	0	7
White - Gypsy or Irish Traveller	0	0	0	0
White - Any other	5	2	2	9
Other ethnic group - Arab	0	0	0	0
Other ethnic group - Any other	2	1	0	3
Prefer not to say	0	4	0	4
<b>Total</b>	<b>27</b>	<b>95</b>	<b>18</b>	<b>140</b>



# Religion (by role)

What is your Religion or Belief?

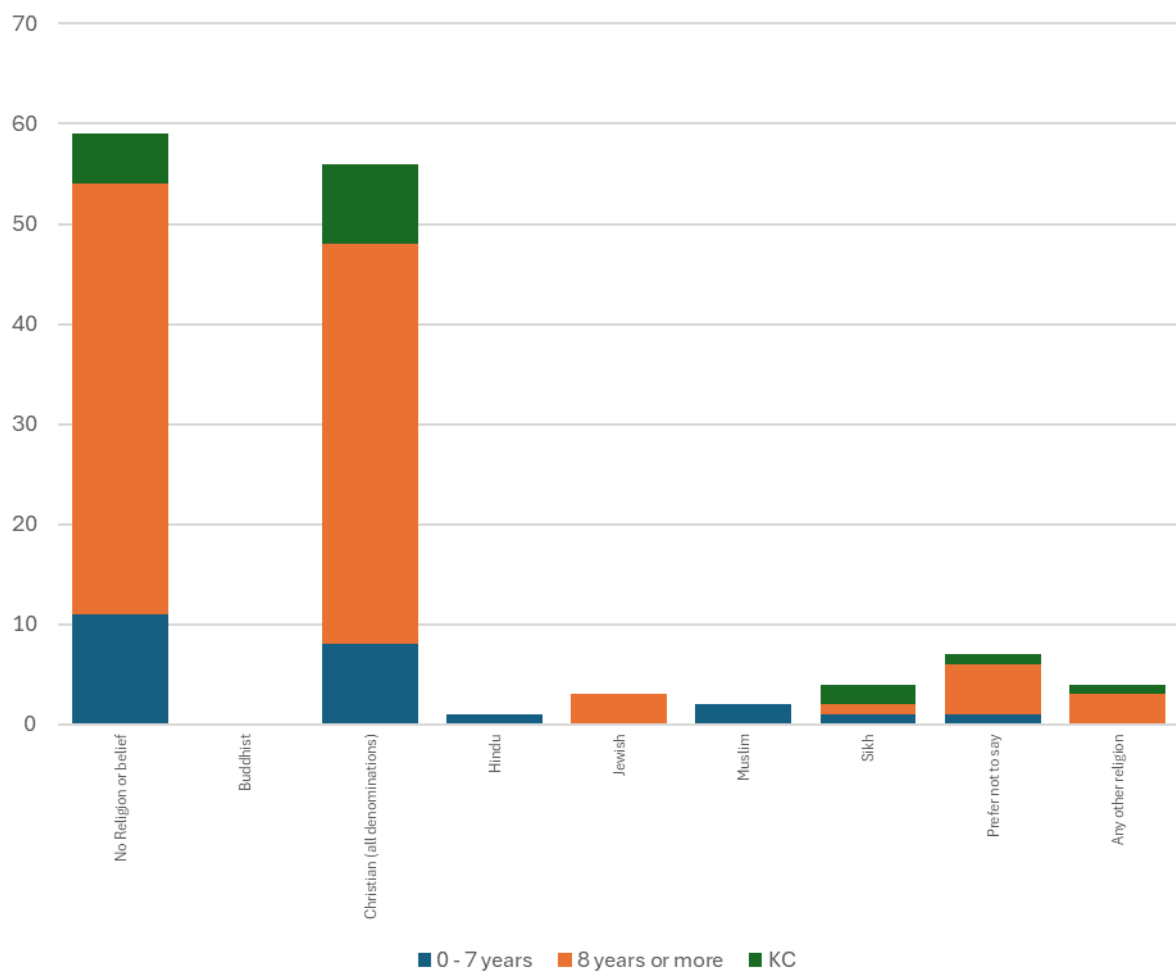
Religion/Belief	Role			Total
	Barrister	Staff	Prefer not to say	
No Religion or belief	59	25	0	84
Buddhist	0	0	0	0
Christian (all denominations)	56	22	0	78
Hindu	1	0	0	1
Jewish	3	0	0	3
Muslim	2	3	0	5
Sikh	4	1	0	5
Prefer not to say	7	2	0	9
Any other religion	4	1	0	5
<b>Total</b>	<b>136</b>	<b>54</b>	<b>0</b>	<b>190</b>



# Religion (by barrister band of call)

What is your Religion or Belief?

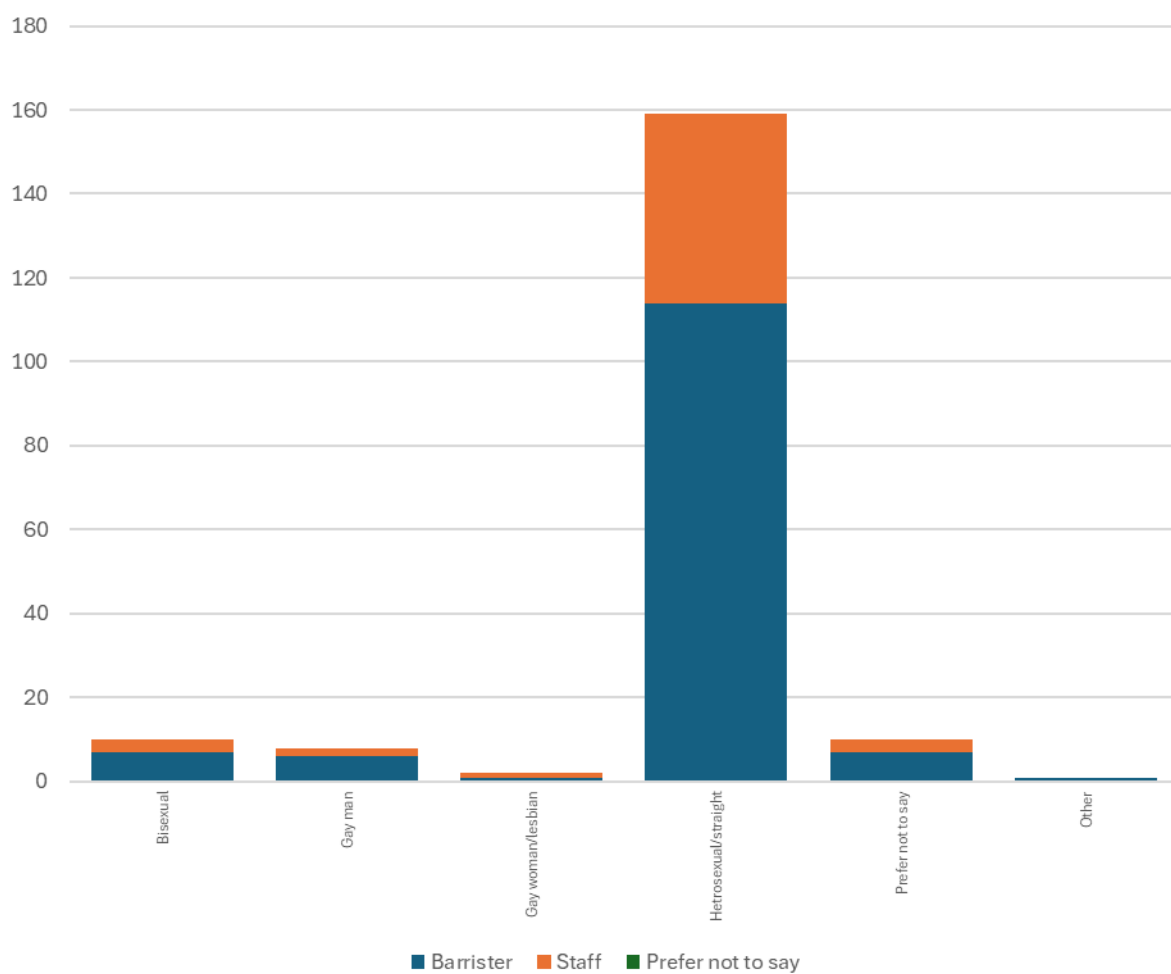
Religion/Belief	Band of call			Total
	0 - 7 years	8 years or more	KC	
No Religion or belief	11	43	5	<b>59</b>
Buddhist	0	0	0	<b>0</b>
Christian (all denominations)	8	40	8	<b>56</b>
Hindu	1	0	0	<b>1</b>
Jewish	0	3	0	<b>3</b>
Muslim	2	0	0	<b>2</b>
Sikh	1	1	2	<b>4</b>
Prefer not to say	1	5	1	<b>7</b>
Any other religion	0	3	1	<b>4</b>
<b>Total</b>	<b>24</b>	<b>95</b>	<b>17</b>	<b>136</b>



# Sexual Orientation (by role)

What is your Sexual Orientation?

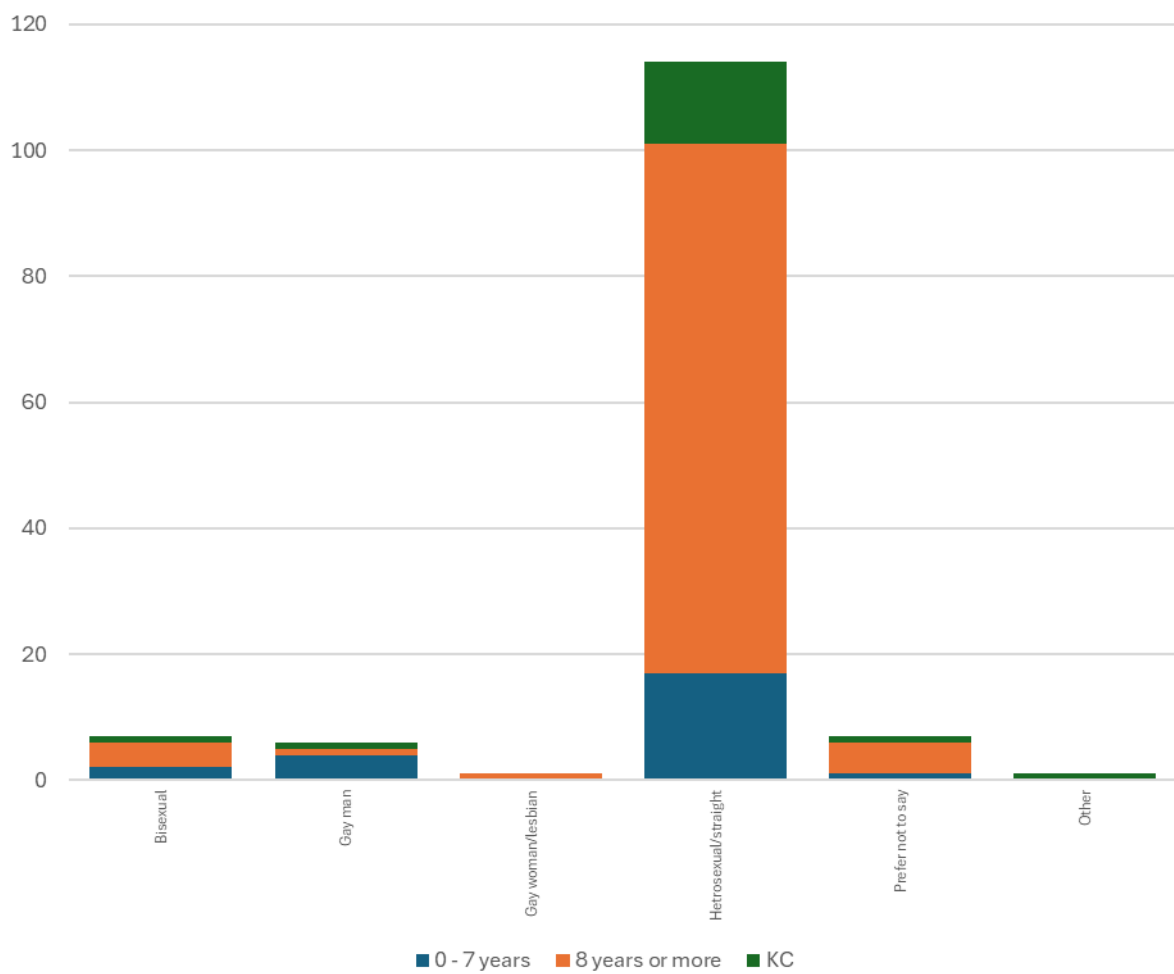
Sexual orientation	Role			Total
	Barrister	Staff	Prefer not to say	
Bisexual	7	3	0	10
Gay man	6	2	0	8
Gay woman/lesbian	1	1	0	2
Hetrosexual/straight	114	45	0	159
Prefer not to say	7	3	0	10
Other	1	0	0	1
<b>Total</b>	<b>136</b>	<b>54</b>	<b>0</b>	<b>190</b>



# Sexual Orientation (by barrister band of call)

What is your Sexual Orientation?

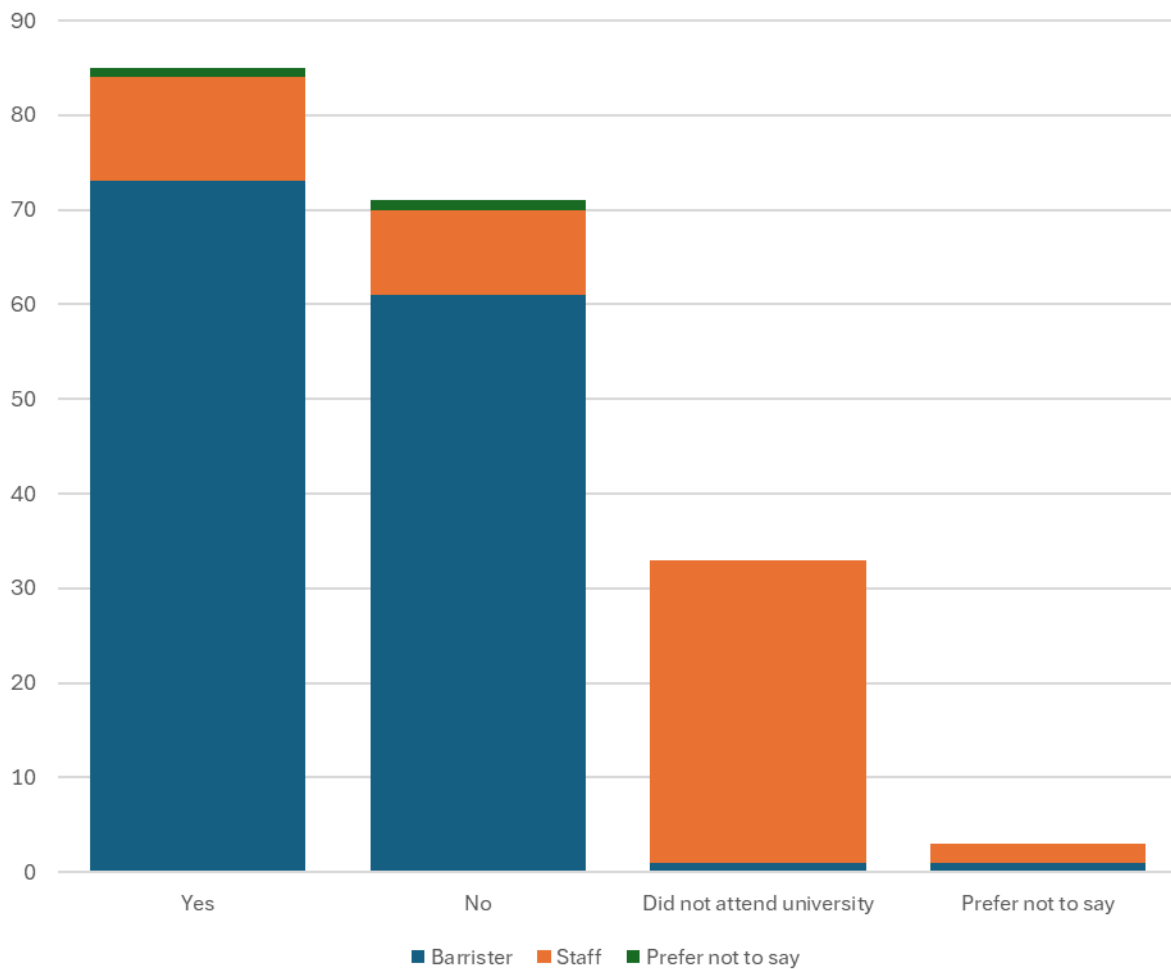
Sexual orientation	Band of call			Total
	0 - 7 years	8 years or more	KC	
Bisexual	2	4	1	7
Gay man	4	1	1	6
Gay woman/lesbian	0	1	0	1
Hetrosexual/straight	17	84	13	114
Prefer not to say	1	5	1	7
Other	0	0	1	1
<b>Total</b>	<b>24</b>	<b>95</b>	<b>17</b>	<b>136</b>



## 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?

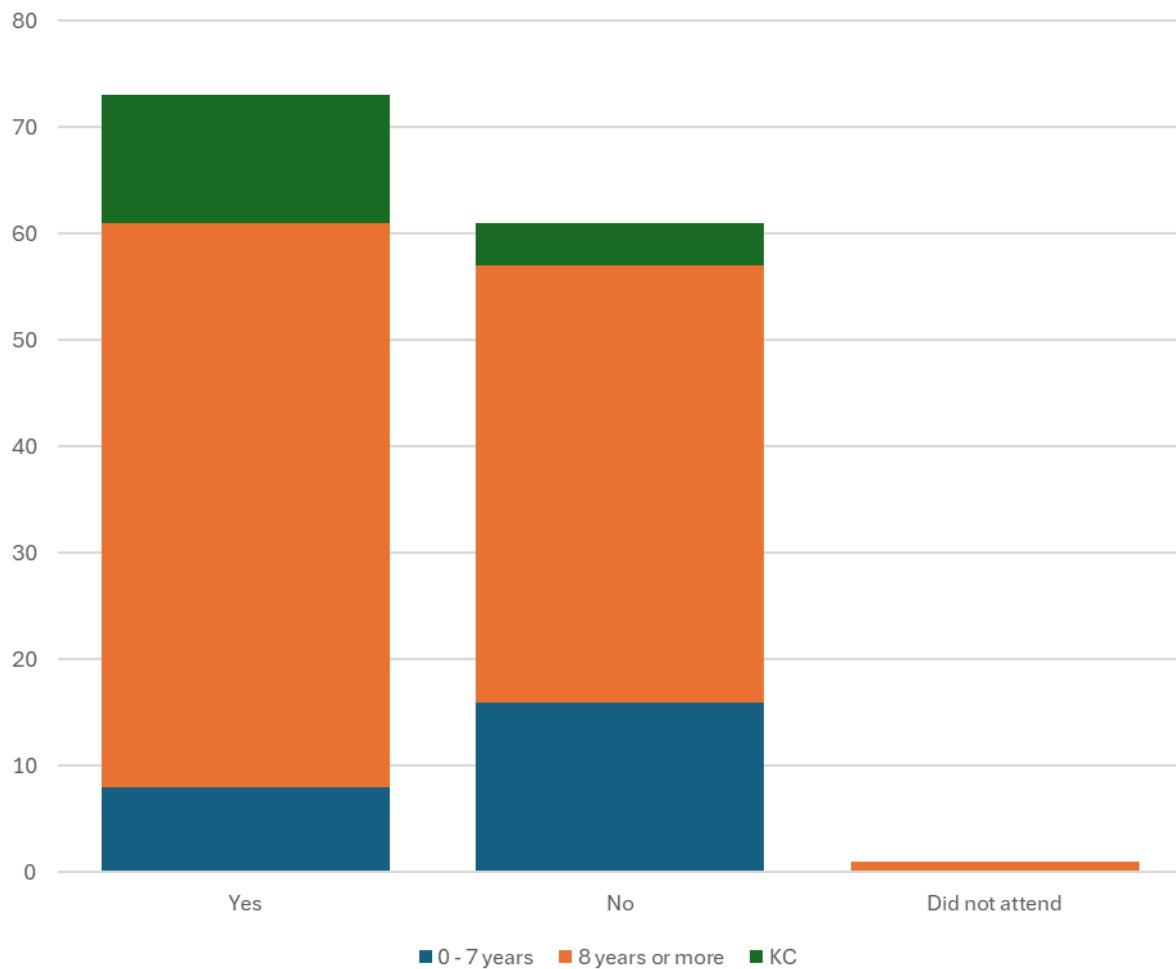
University	Role			Total
	Barrister	Staff	Prefer not to say	
Yes	73	11	1	<b>85</b>
No	61	9	1	<b>71</b>
Did not attend university	1	32	0	<b>33</b>
Prefer not to say	1	2	0	<b>3</b>
<b>Total</b>	<b>136</b>	<b>54</b>	<b>2</b>	<b>192</b>



## 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?

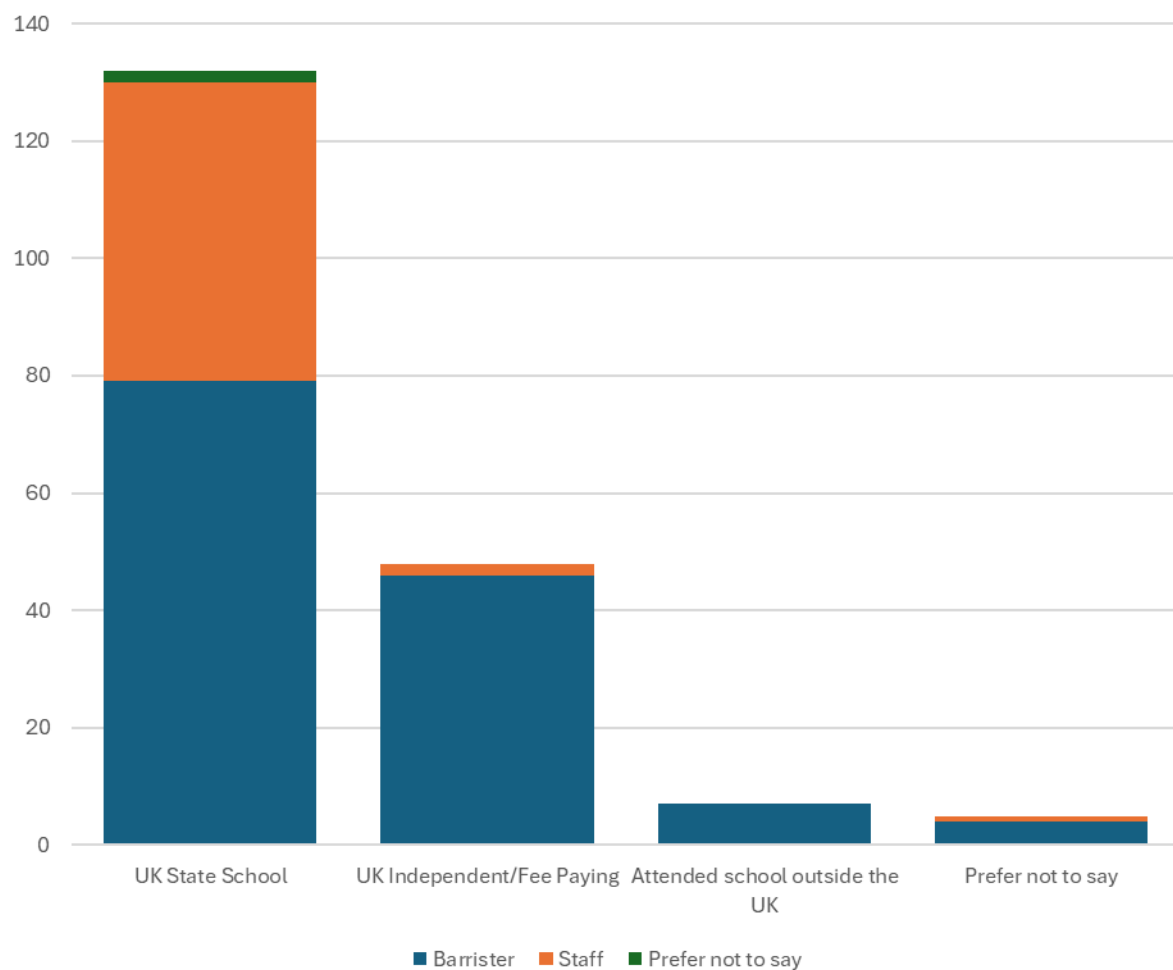
University	Band of call			Total
	0 - 7 years	8 years or more	KC	
Yes	8	53	12	<b>73</b>
No	16	41	4	<b>61</b>
Did not attend	0	1	0	<b>1</b>
Prefer not to say	0	0	1	<b>1</b>
<b>Total</b>	<b>24</b>	<b>95</b>	<b>17</b>	<b>136</b>



## Schooling (by role)

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

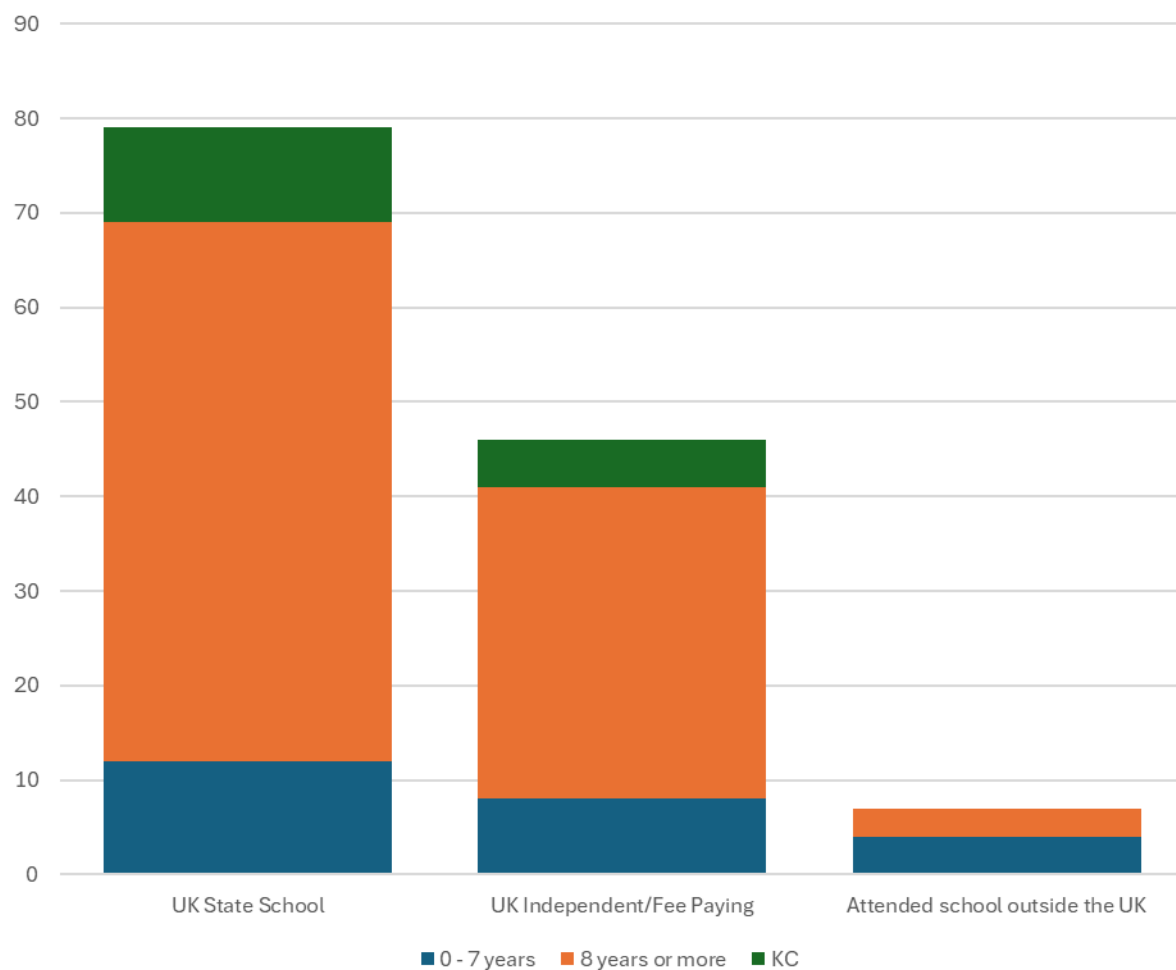
Schooling	Role			Total
	Barrister	Staff	Prefer not to say	
UK State School	79	51	2	<b>132</b>
UK Independent/Fee Paying	46	2	0	<b>48</b>
Attended school outside the UK	7	0	0	<b>7</b>
Prefer not to say	4	1	0	<b>5</b>
<b>Total</b>	<b>136</b>	<b>54</b>	<b>2</b>	<b>192</b>



## Schooling (by barrister band of call)

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

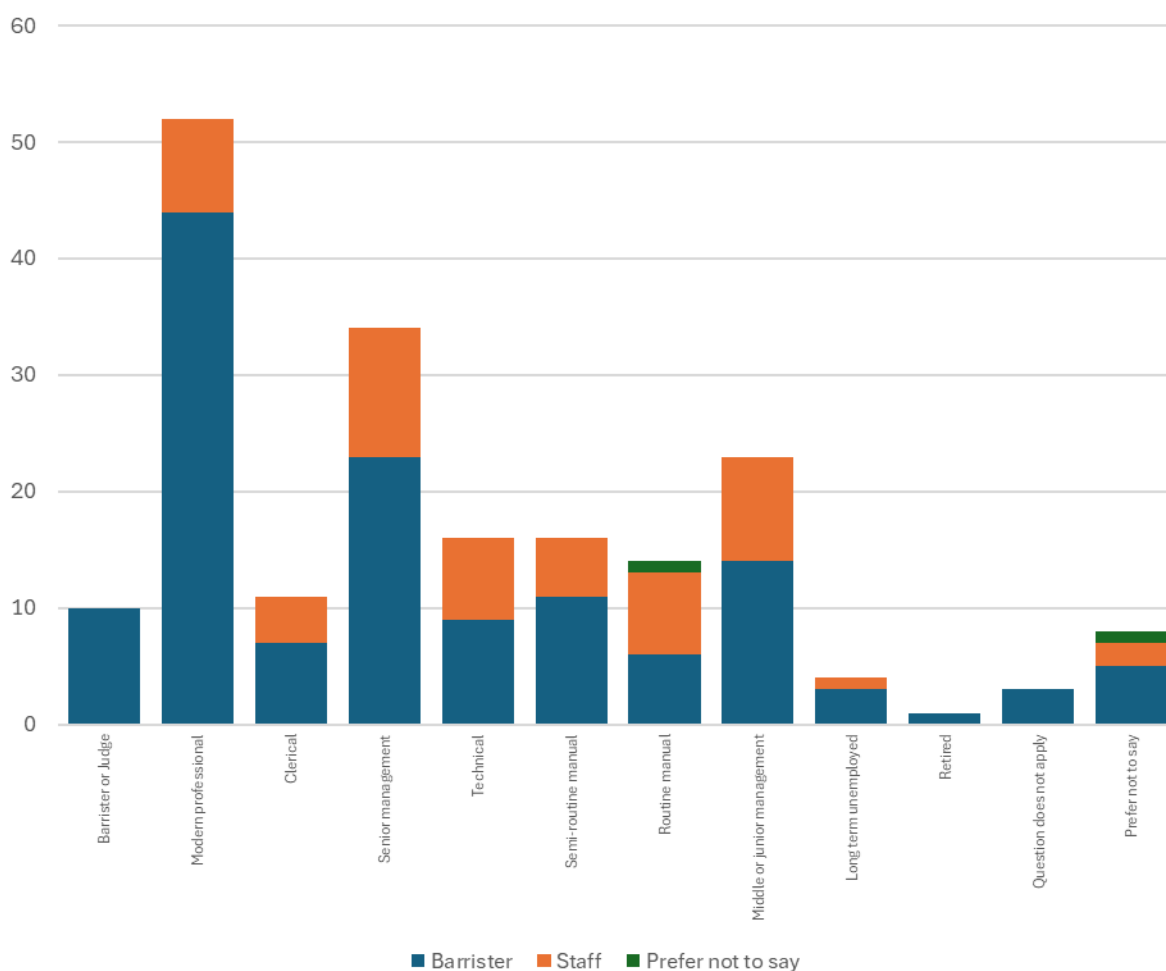
Schooling	Band of call			Total
	0 - 7 years	8 years or more	KC	
UK State School	12	57	10	<b>79</b>
UK Independent/Fee Paying	8	33	5	<b>46</b>
Attended school outside the UK	4	3	0	<b>7</b>
Prefer not to say	0	2	2	<b>4</b>
<b>Total</b>	<b>24</b>	<b>95</b>	<b>17</b>	<b>136</b>



## Primary Household Earner (by role)

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

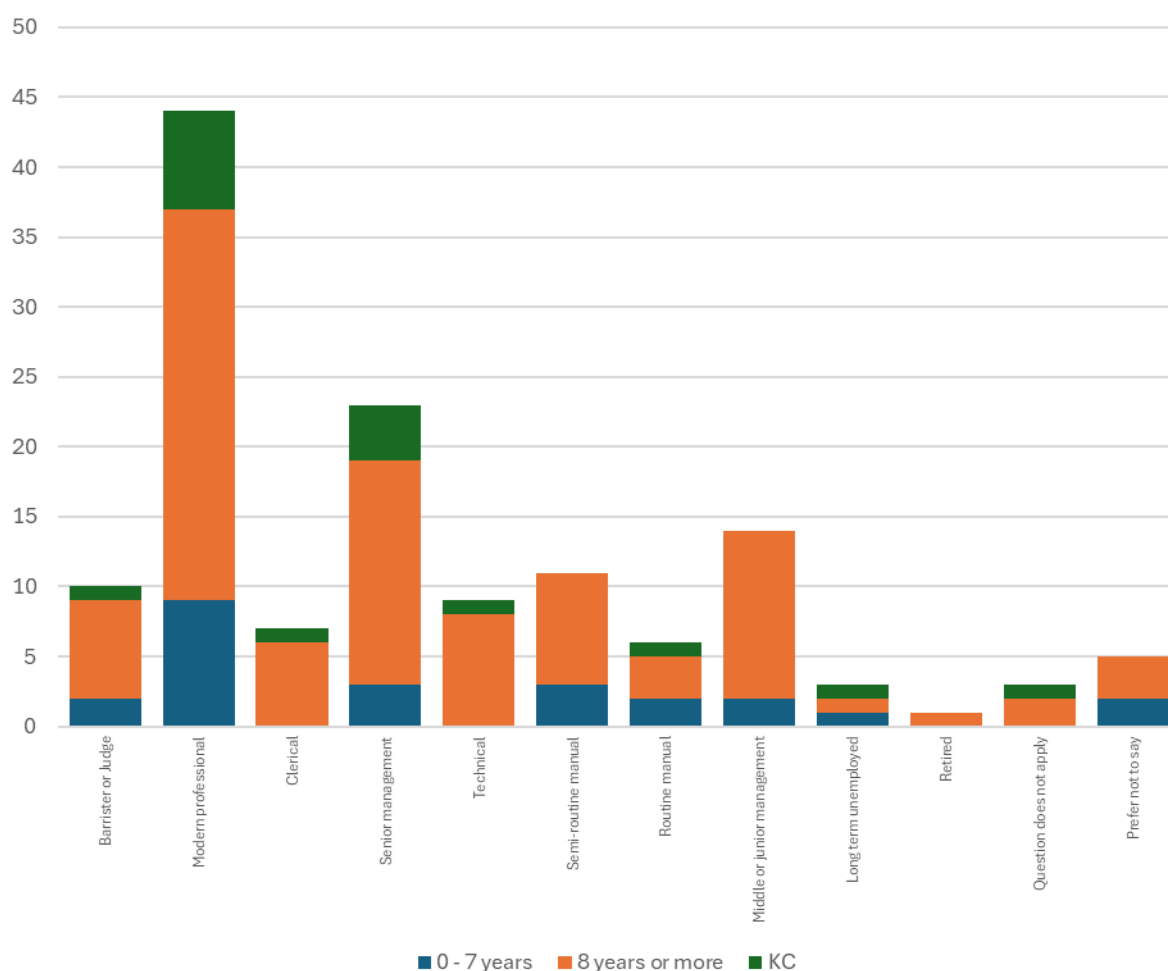
Primary Household Earner	Role			Total
	Barrister	Staff	Prefer not to say	
Barrister or Judge	10	0	0	10
Modern professional	44	8	0	52
Clerical	7	4	0	11
Senior management	23	11	0	34
Technical	9	7	0	16
Semi-routine manual	11	5	0	16
Routine manual	6	7	1	14
Middle or junior management	14	9	0	23
Long term unemployed	3	1	0	4
Retired	1	0	0	1
Question does not apply	3	0	0	3
Prefer not to say	5	2	1	8
<b>Total</b>	<b>136</b>	<b>54</b>	<b>2</b>	<b>192</b>



## 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?

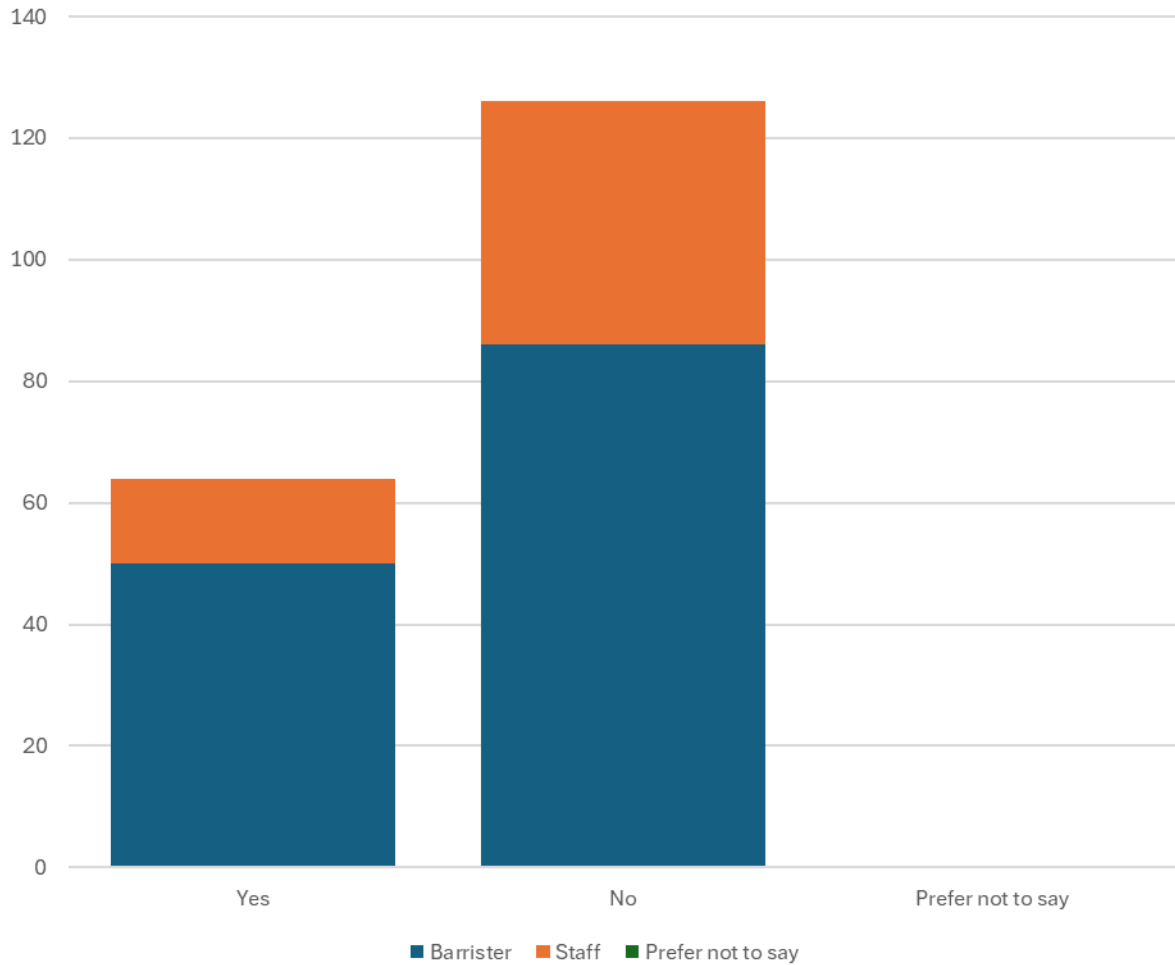
Primary Household Earner	Band of call			Total
	0 - 7 years	8 years or more	KC	
Barrister or Judge	2	7	1	10
Modern professional	9	28	7	44
Clerical	0	6	1	7
Senior management	3	16	4	23
Technical	0	8	1	9
Semi-routine manual	3	8	0	11
Routine manual	2	3	1	6
Middle or junior management	2	12	0	14
Long term unemployed	1	1	1	3
Retired	0	1	0	1
Question does not apply	0	2	1	3
Prefer not to say	2	3	0	5
<b>Total</b>	<b>24</b>	<b>95</b>	<b>17</b>	<b>136</b>



# Primary Carer (by role)

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

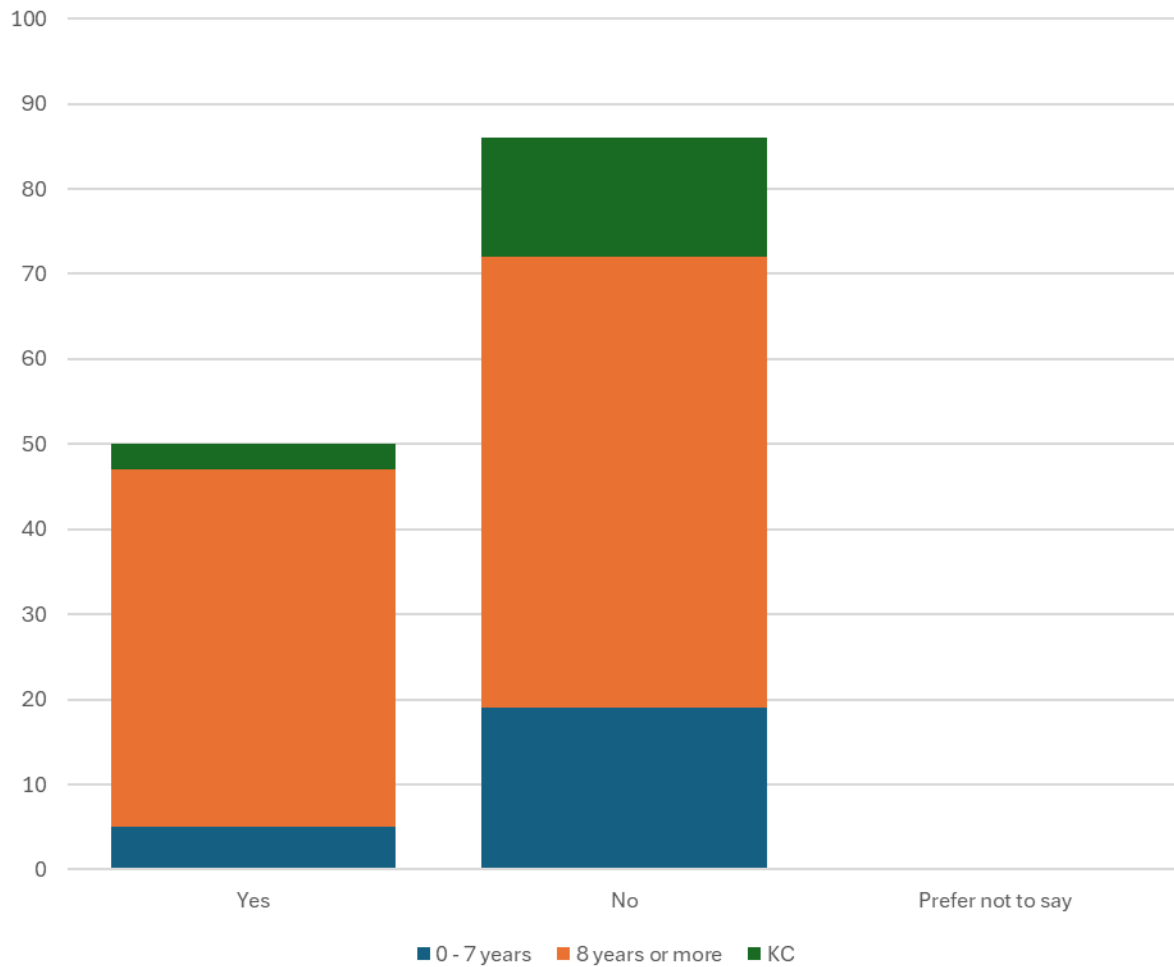
Primary carer	Role			Total
	Barrister	Staff	Prefer not to say	
Yes	50	14	0	<b>64</b>
No	86	40	0	<b>126</b>
Prefer not to say	0	0	0	<b>0</b>
<b>Total</b>	<b>136</b>	<b>54</b>	<b>0</b>	<b>190</b>



## Primary Carer (by barrister band of call)

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

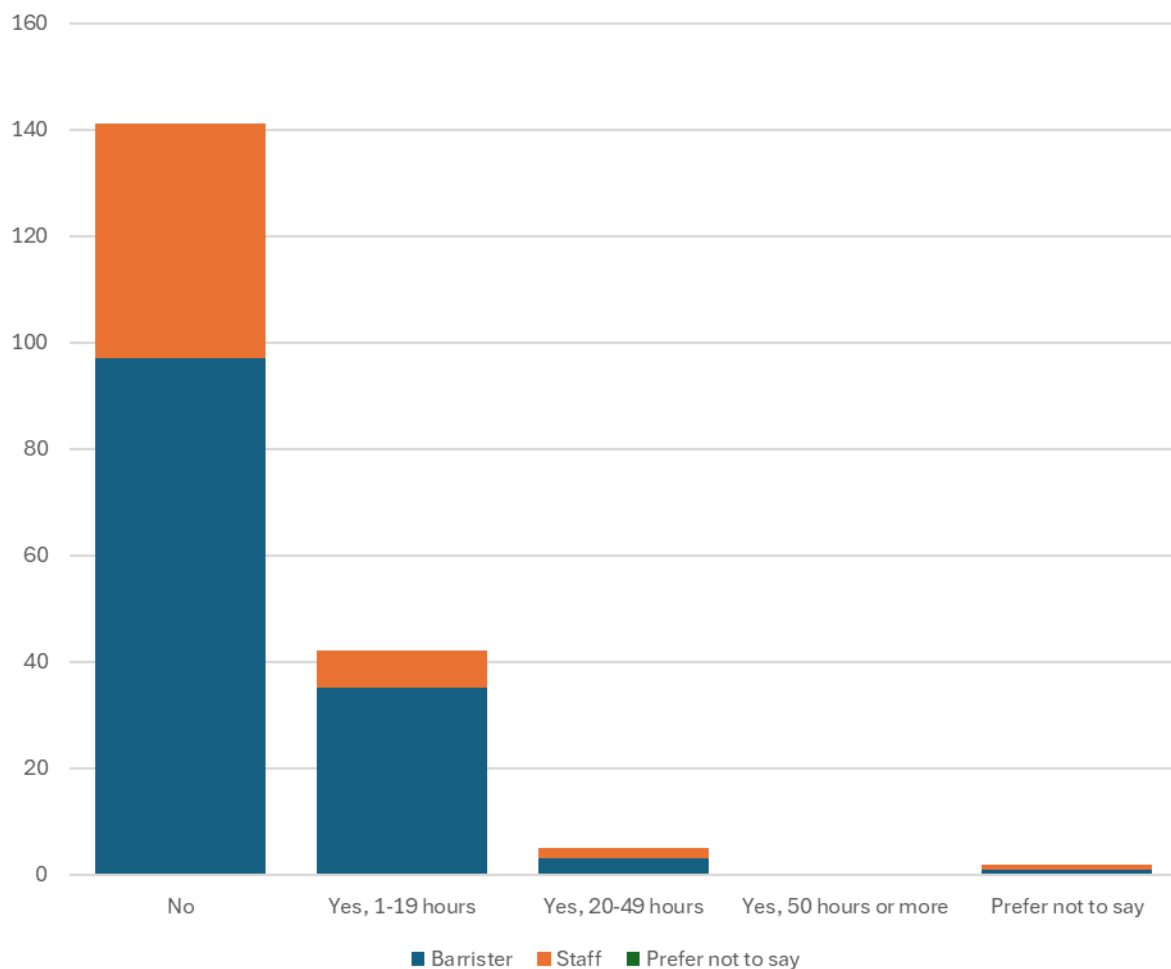
Primary carer	Band of call			Total
	0 - 7 years	8 years or more	KC	
Yes	5	42	3	<b>50</b>
No	19	53	14	<b>86</b>
Prefer not to say	0	0	0	<b>0</b>
<b>Total</b>	<b>24</b>	<b>95</b>	<b>17</b>	<b>136</b>



## 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	97	44	0	141
Yes, 1-19 hours	35	7	0	42
Yes, 20-49 hours	3	2	0	5
Yes, 50 hours or more	0	0	0	0
Prefer not to say	1	1	0	2
<b>Total</b>	<b>136</b>	<b>54</b>	<b>0</b>	<b>190</b>



## 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	KC	
No	21	65	11	97
Yes, 1-19 hours	3	26	6	35
Yes, 20-49 hours	0	3	0	3
Yes, 50 hours or more	0	0	0	0
Prefer not to say	0	1	0	1
<b>Total</b>	<b>24</b>	<b>95</b>	<b>17</b>	<b>136</b>

