



## **Equality and Diversity 2015 Report**

We take very seriously our commitment to encouraging equality and diversity at the Bar.

In December 2010, the Black Solicitors Network published its 5th Diversity League Table. One Crown Office Row came top of the list of all Chambers surveyed and Linklaters headed the law firm list. The table was compiled from analysis of four diversity strands of disability, ethnicity, gender and sexual orientation. The overall rankings took into account the demographic rankings and “Policy & Practice”. We were named “Chambers of the Year” at the related Diversity Legal Awards.

On receiving the award, Head of Chambers Philip Havers QC said – “We congratulate the Black Solicitors Network for its work on the Diversity League Table and are delighted with this year’s result. In all we do, we try to foster a culture that encourages and supports diversity and equality. We achieve this through our policies, our training and by the way we treat each other and those who come into contact with us. I welcome this recognition of what we do.”

The Diversity League Table continues to be compiled annually and, in its 9th edition in 2014, with a much larger number of Chambers participating, we were pleased to be ranked third overall recognising our continued commitment to our goals of promoting equality and diversity in Chambers and at the Bar as a whole.

We are a partner of the Inner Temple Pegasus Access Scheme which offers formal work experience opportunities (mini-pupillages) to students whose background and other circumstances might otherwise make it difficult for them to obtain such opportunities

### **Diversity Data**

Our regulator, the Bar Standards Board (BSB), has introduced rules for the gathering and publication of diversity data. Chambers has appointed the Chambers Director to be its “Diversity Data Officer” and he conducted a survey in accordance with the survey questionnaire devised by the BSB (based on the model drafted by the Legal Services Board) during December 2015. The survey was voluntary and was carried out in such a way as to guarantee the anonymity of those who contributed to it. The summary of the data gathered in the survey is published below in accordance with the guidance set out in the relevant BSB rules.

#### **London**

We have 26 silks, 45 junior members, 3 pupils and 18 staff in London, as of 2015, which means that the response rate to the Data Diversity survey (which is entirely voluntary) was;

Silks – 50%

Junior Members & Pupils – 64%

Staff - 77%

Silks:

	Male (%)	Female (%)	Ethnic Minority (%)	Declared Disability (%)	Attended Ind/Fee Paying School (%)	Attended University (%)	First generation in family to attend university (%)	
Total	13	11 (85%)	2 (15%)	1 (8%)	0 (0%)	11 (85%)	13 (100%)	4 (31%)

Juniors (including pupils to preserve their confidentiality):

	Male (%)	Female (%)	Ethnic Minority (%)	Declared Disability (%)	Attended Independent/Fee Paying School (%)	Attended University (%)	First generation within family to attend university (%)		
Total	18	29	(62%)	11 (38%)	4 (14%)	1 (3%)	15 (52%)	29 (100%)	8 (28%)

Staff (including Clerks):

	Male (%)	Female (%)	Ethnic Minority (%)	Declared Disability (%)	Attended Independent/Fee Paying School (%)	Attended University (%)	First generation within family to attend university (%)	
Total	14	9 (64%)	5 (36%)	1 (7%)	0 (0%)	3 (21%)	2 (14%)	1 (7%)

### Brighton

We have 46 junior members, 2 pupils and 8 staff in Brighton, as of 2015, which means that the response rate to the Data Diversity survey (which is entirely voluntary) was;

Junior Members and Pupils – 41%

Staff & Clerks – 63%

Juniors (including pupils to preserve their confidentiality):

	Male (%)	Female (%)	Ethnic Minority (%)	Declared Disability (%)	Attended Independent/Fee Paying School (%)	Attended University (%)	First generation within family to attend university (%)		
Total	11	19	(58%)	8 (42%)	2 (10%)	0 (0%)	9 (47%)	19 (100%)	11 (58%)

Staff (including Clerks)

	Male (%)	Female (%)	Ethnic Minority (%)	Declared Disability (%)	Attended Independent/Fee Paying School (%)	Attended University (%)	First generation within family to attend university (%)
Total	3 (60%)	2 (40%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)

Our overall diversity statistics gathered from sources other than the voluntary Diversity Data Survey show the following;

Silks

Total	Male (%)	Female (%)	Ethnic Minority (%)
26	19 (73%)	7 (27%)	1 (4%)

Juniors (including door tenants and pupils)

Total	Male (%)	Female (%)	Ethnic Minority (%)
101	60 (62%)	40 (38%)	15 (15%)