





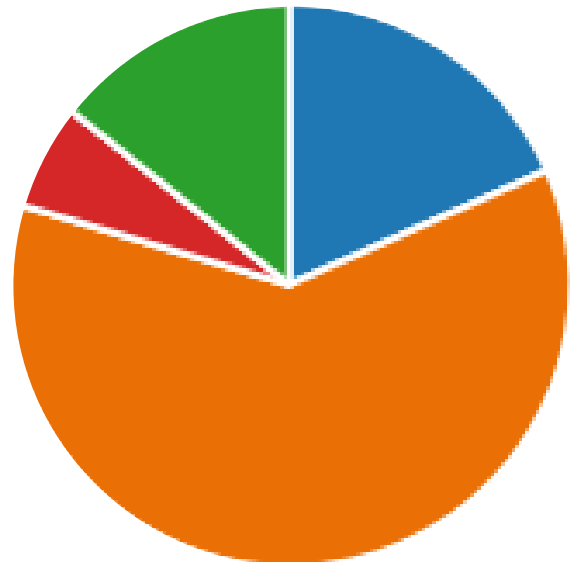
Hailsham Chambers Diversity Data 2023

The Bar Standards Board’s Code of Conduct requires us to invite our workforce (barristers and staff) to provide diversity data about themselves. We are further required to publish an accurate and anonymised summary of that data which can be seen below. The survey is entirely voluntary and is conducted in such a way to guarantee the anonymity of those contributing. In accordance with the BSB requirements, data will not be published where there are fewer than ten individuals within a particular job category with the same relevant characteristic.

Total Participants: 48




Total Participants

	KC	18%
	Junior Barristers	61%
	Pupil	6%
	Staff	14%



Role of Chambers Staff

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

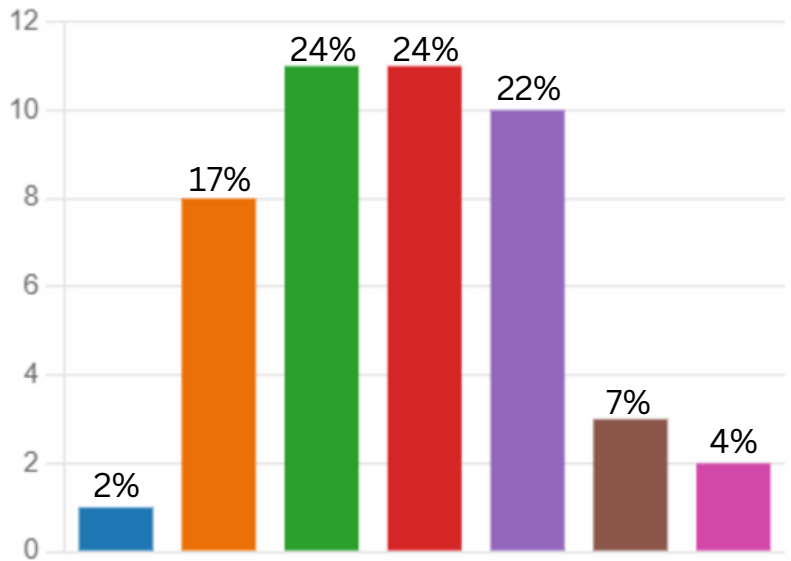
	IT/ HR/Marketing/other	25%
	Clerks	62%
	Prefer not to say	13%



Age

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

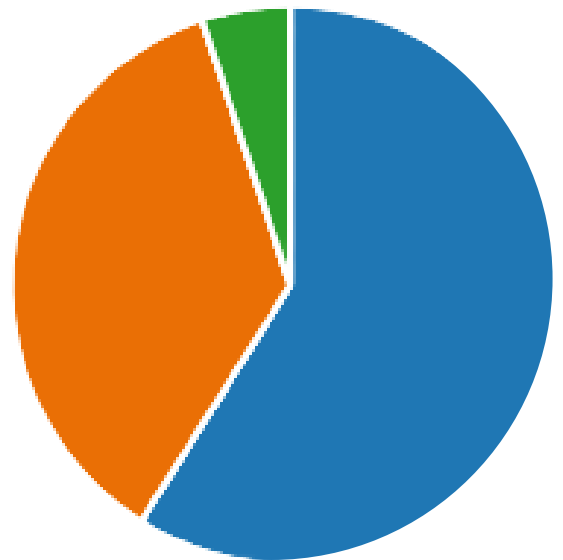
- 16-24
- 25-34
- 35-44
- 55-64
- 65+
- Prefer not to say
- 45-54



Gender - Barristers

What is your gender?

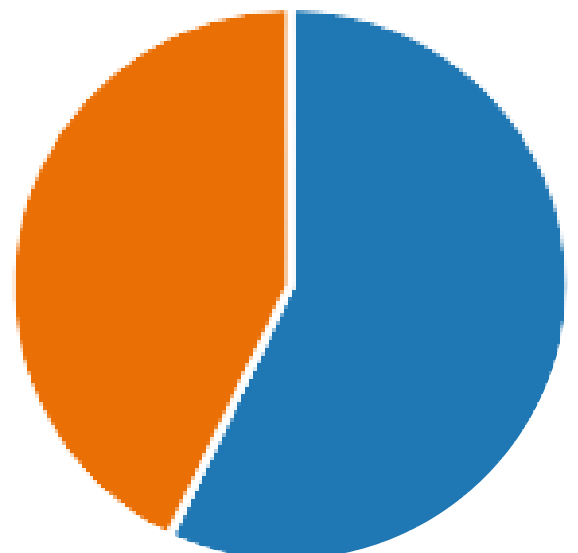
- Male 59%
- Female 36%
- Prefer not to say 5%



Gender - Staff

What is your gender?

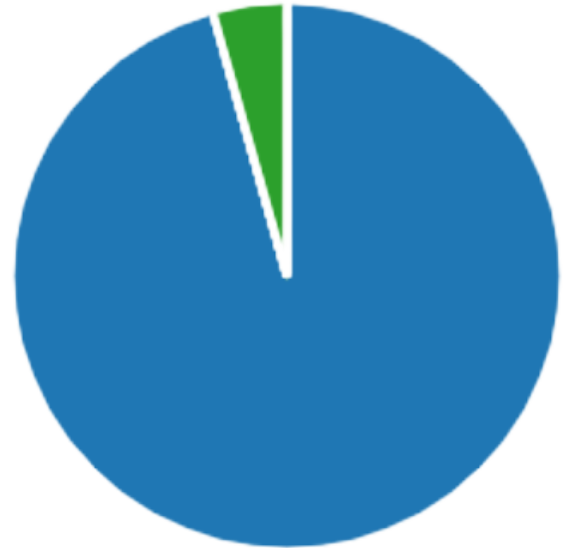
- Male 57%
- Female 43%



Gender Identity

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

- Yes 96%
- Prefer not to say 4%



Disability

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

- Yes 7%
- No 86%
- Prefer not to say 7%



Activity Limited






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?

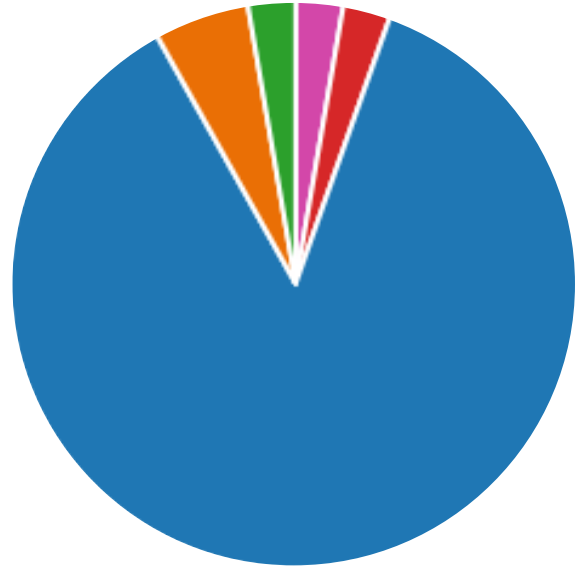
- Yes, limited a lot 2%
- Yes, limited a little 7%
- No 82%
- Prefer not to say 9%



Ethnicity - Barristers



What is your ethnicity?

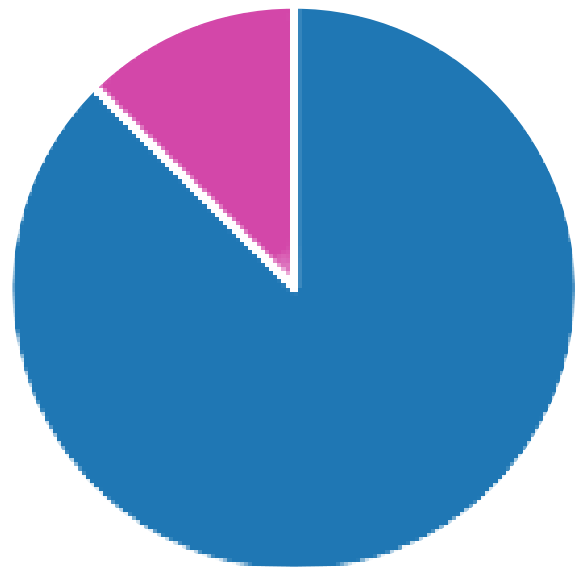
	Indian	3%
	Irish	3%
	White	86%
	White and Asian	5%
	Any other multiple ethnicity	3%



Ethnicity - Staff





What is your ethnicity?

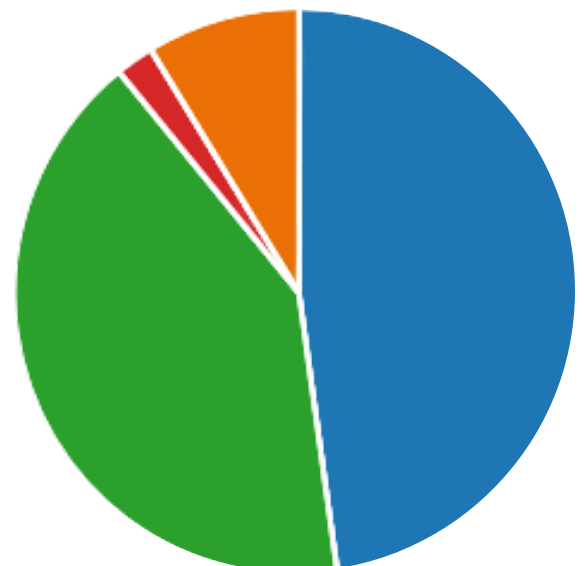
	White	88%
	Any other White background	12%



Religion

What is your religion?

	No Religion	48%
	Christian	41%
	Jewish	2%
	Prefer not to say	9%



Sexual Orientation

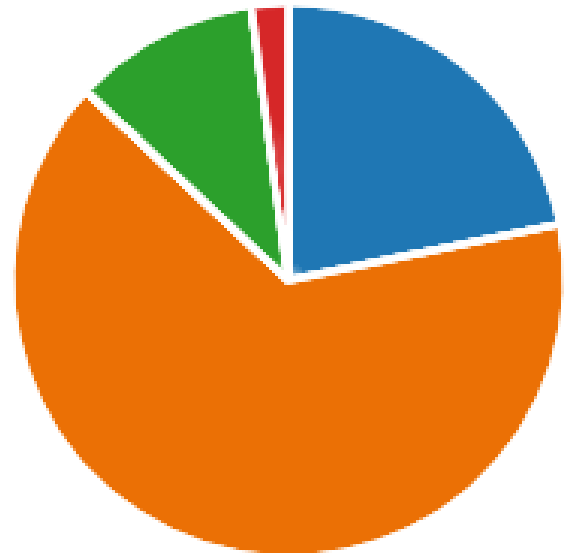
● Heterosexual	82%
● Gay/Lesbian	7%
● Bisexual	2%
● Prefer not to say	9%



University

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?

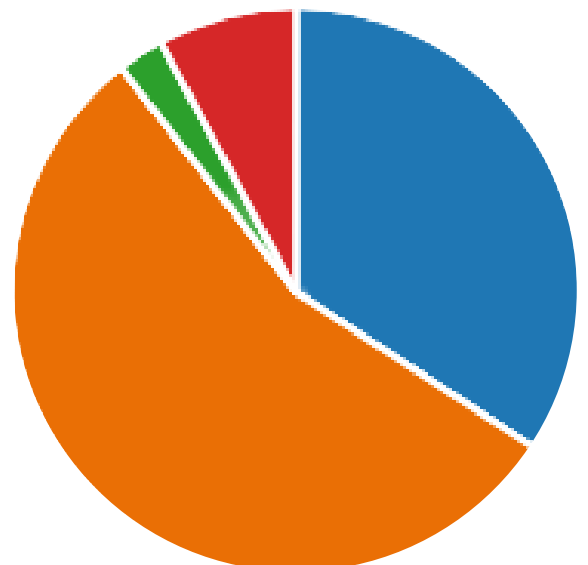
● Yes	22%
● No	65%
● Did not attend university	11%
● Prefer not to say	2%



Education - Barristers

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

● UK State School	34%
● UK Independent School	55%
● Attended school outside the UK	3%
● Prefer not to say	8%



Education - Staff

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

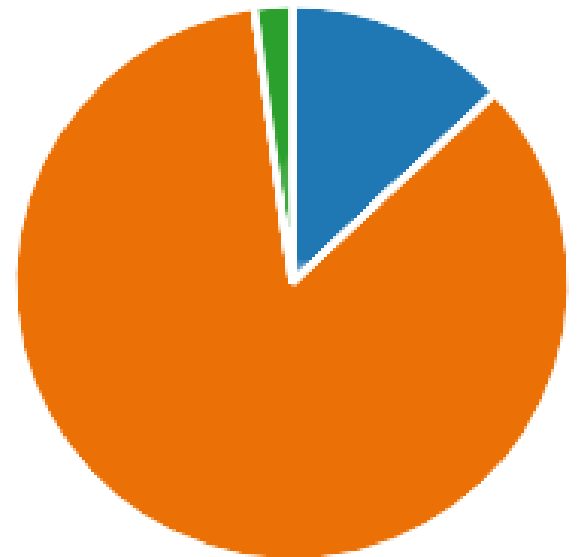
- UK State School 88%
- Attended school outside the UK 13%



Carer - Children

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

- Yes 13%
- No 85%
- Prefer not to say 2%



Carer (other than Children)

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?

- No 73%
- Yes, 1-19 hours a week 18%
- Prefer not to say 9%

