



## Equality and Diversity Data

In accordance with the Bar Standards Board Handbook, XXIV Old Buildings has surveyed its workforce with a view to collecting and publishing equality and diversity data. The purpose of the BSB rules is to provide transparency concerning recruitment and employment activities and to encourage an independent, strong, diverse and effective legal profession.

Equality and diversity data is considered to be information relating to the following characteristics: age, gender, disability, ethnic group, religion or belief, sexual orientation, socio-economic background and caring responsibilities.

The survey was conducted anonymously and in accordance with the BSB rules. Participation in the survey was voluntary.

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 to do so.

Each diversity characteristic is categorised against job status and role in a manner which reflects seniority within Chambers. In order to be able to provide any data for publication, XXIV Barristers' Chambers publishes its data in the following categories:

- Barristers (including KCs, junior barristers and pupils).
- Staff.

Data is not published where its publication might reasonably lead to the identification of individuals.

The data was collated up to 30<sup>th</sup> May 2023 and reflects the position at that date. The information is rounded to the nearest percentage point. Not all questions were answered by every participant.



## AGE [THE NUMBER IN BRACKETS = SIZE OF THE GROUP]

	16-24	25-34	35-44	45-54	55-64	65+
Barristers	0	36% (5)	21% (3)	36% (5)	7% (1)	0
Staff	12.5% (!)	50% (4)	25% (2)	12.5% (1)	0	0

## Gender

	Male	Female
Barristers	64% (9)	36% (5)
Staff	63% (5)	37% (3)

## Disability

Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

	Yes	No
Barristers	0	100% (18)
Staff	0	100% (8)

## Limitations

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	No
Barristers	7%	93% (13)
Staff	0	100% (8)



## Ethnic Group

Ethnicity	Asian/Asian British	African/Caribbean/Black British	Mixed/Multiple Ethnic Groups	White	Other Ethnic Group
Barristers	7% (1)	0	7% (1)	86% (12)	0
Staff	0	0	0	100%	0

## University

Did you attend university to study a BA, BSc or higher course?

	Yes	No
Barristers	93% (13)	7% (1)
Staff	50% (4)	50% (4)

## First to attend university?

Were you part of the first generation of your family to attend university?

	Yes	No
Barristers	38% (5)	62% (8)
Staff	50% (2)	50% (2)

## State VS fee-paying school

Education	UK State	UK Independent/school fee-paying	Attended school outside the UK
Barristers	57% (8)	29% (4)	14% (2)
Staff	75% (6)	25% (2)	0



## Primary carer for a child

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

	Yes	No
Barristers	36% (5)	64% (9)
Staff	29% (2)	71% (4)

## Looking after/ helping family members with disabilities/ old age

[TIME SPENT = PER WEEK]

	No	Yes 1-19 hours	Yes 20+ hours
Barristers	79% (11)	21% (3)	0
Staff	100% (7)	0	0