



Diversity Data

2024

4KBW is committed to supporting and promoting equality of opportunity and diversity in all aspects of life in chambers

The Bar Standards Board Code of Conduct states that a summary of the Diversity Data submitted by the Members of the Workforce be published on chambers' website by 31 December 2012 and thereafter every three years.

The report for our 2024 data, in accordance with these rules, can be found below.

The information set out below is an anonymised summary of diversity data collected in a survey of chambers workforce (including tenants, pupils, KCs and clerks) in December 2024. The data was collected pursuant to the BSB Diversity Data collection rules.

Of a total workforce of 66, 37 responses to the survey were received equating to a 56% response rate. The response rate among members of chambers (including KCs) was 53%.

The results are based on responses received from those who participated therefore they may not reflect chambers in its entirety.



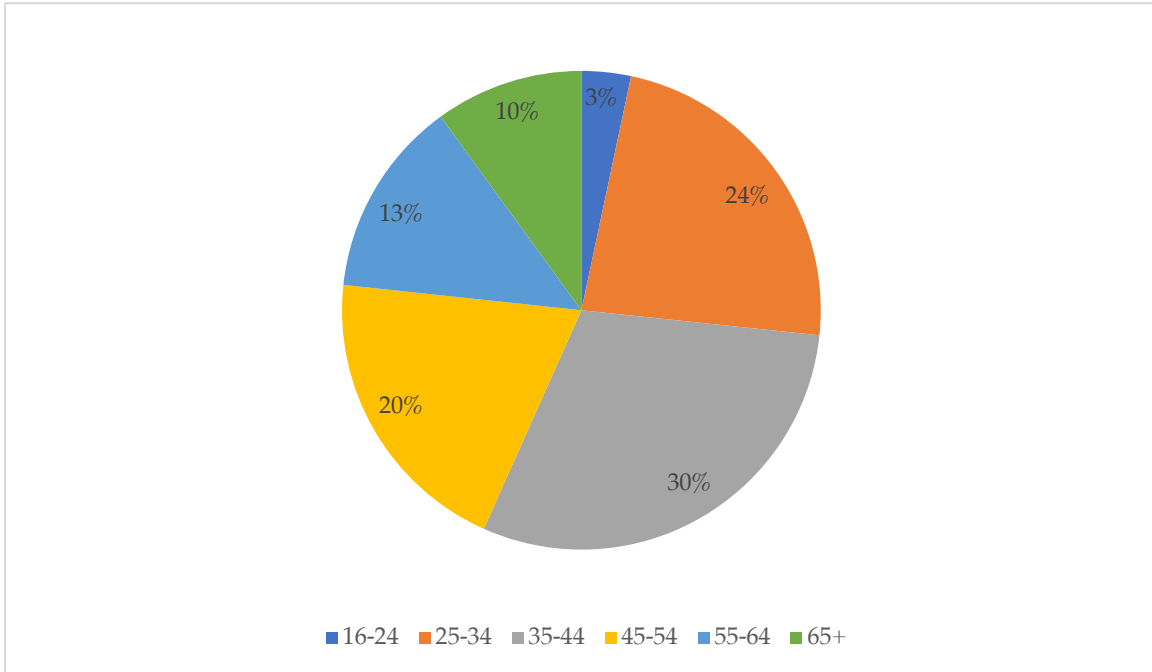
Explanatory notes

1. In accordance with government guidance on the approach to be taken by public bodies in publishing their diversity data, information is not being published where those in a particular group are fewer than 10 as this would risk their identification. To this end:
 - a. Categories are grouped together where appropriate;
 - b. No data has been published in respect of clerking/administrative staff and pupils as there are fewer than 10 individuals in those categories;
 - c. The information below is in respect of all members of chambers (including KCs) rather than broken down by seniority.

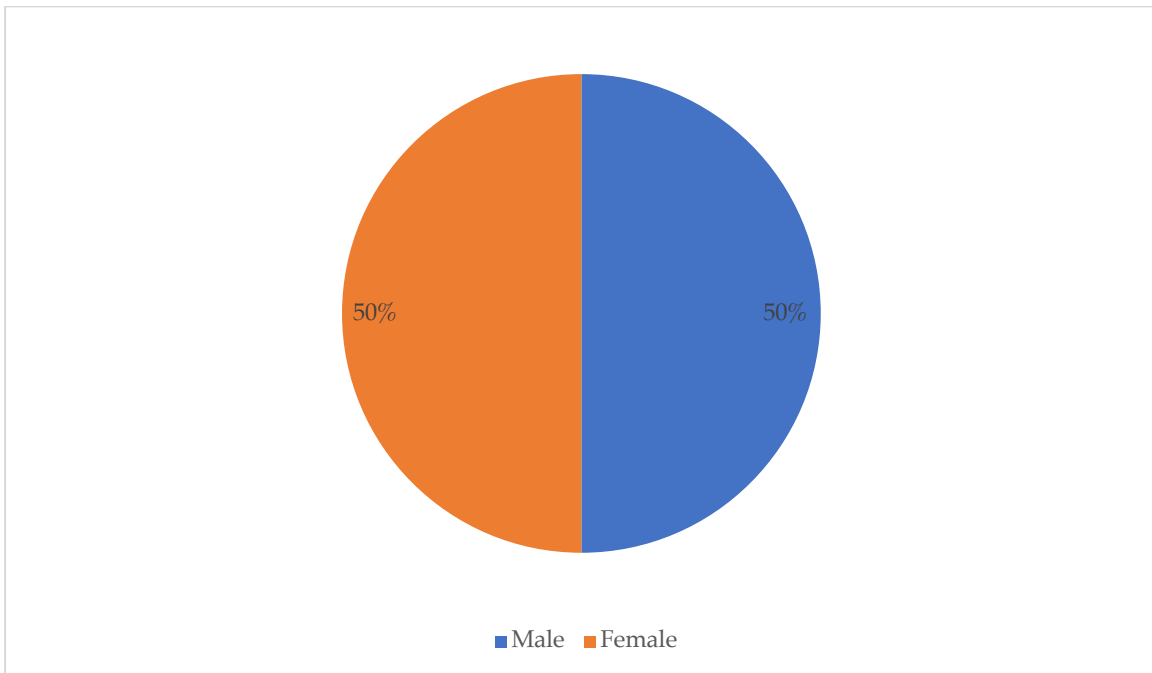
2. Within the charts below:
 - a. All figures are percentages of the total number of responses received;
 - b. The term "prefer not to say" is used to denote members who have indicated they do not wish to provide data;



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

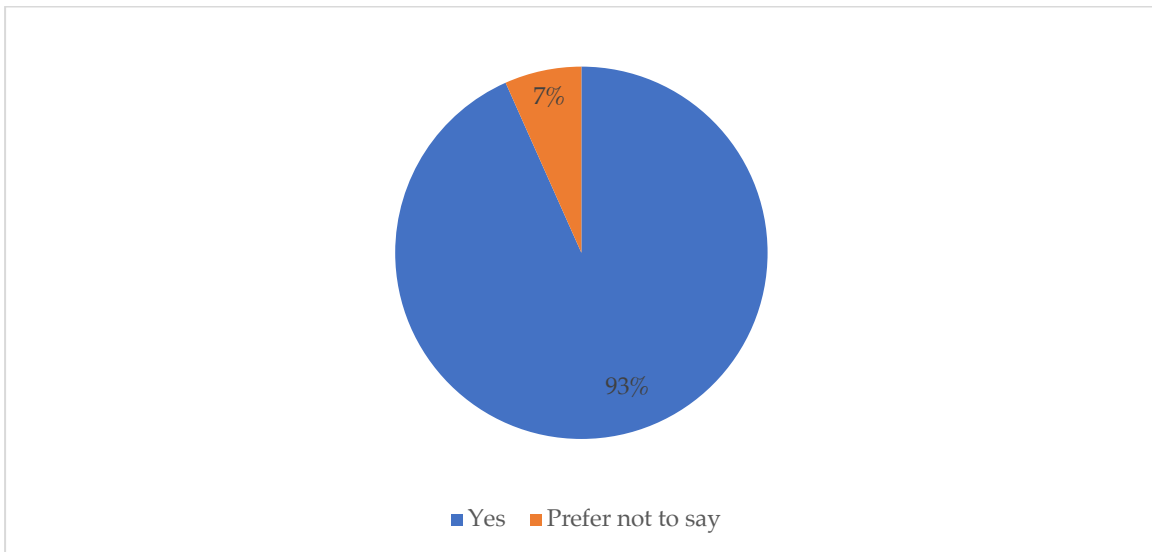


Sex - What is your sex?

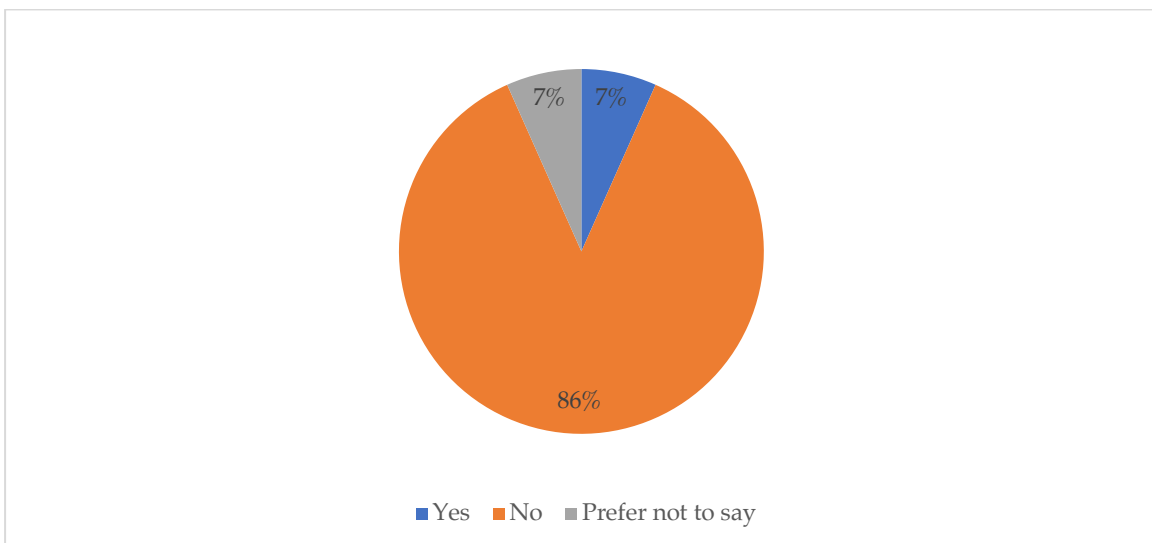




Gender Identity - This following question is designed to gather trans data i.e. whether your gender identity and/or gender expression differs from your sex at birth. A trans person may or may not seek to undergo gender reassignment hormonal treatment/surgery. Is the gender you identify with the same as your sex registered at birth? If not, please enter your gender identity below. Is the gender you identify with the same as your sex registered at birth?

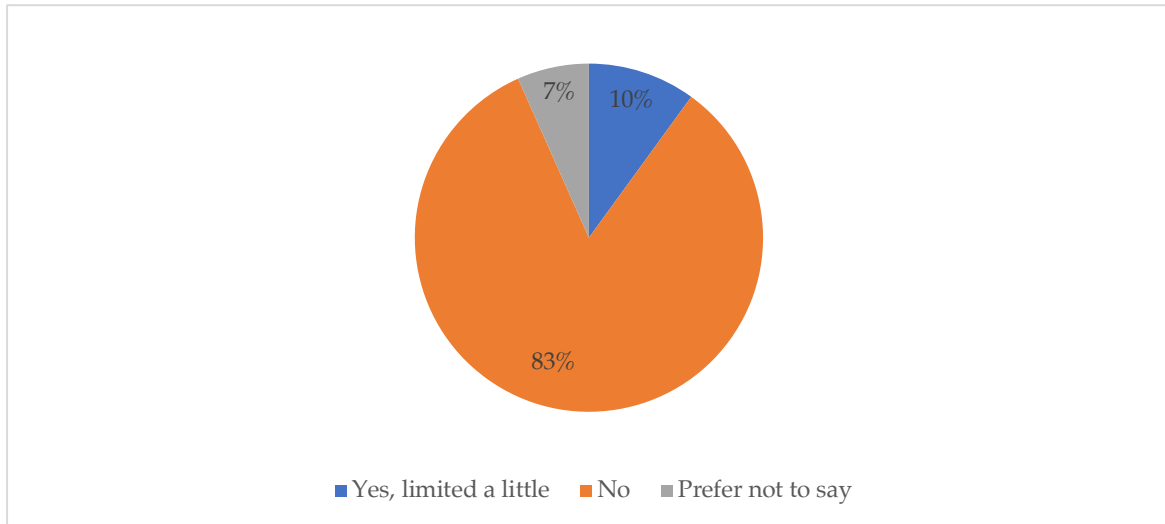


Disability (a) - The Equality Act 2010 generally defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities. Do you consider yourself to have a disability according to that definition?

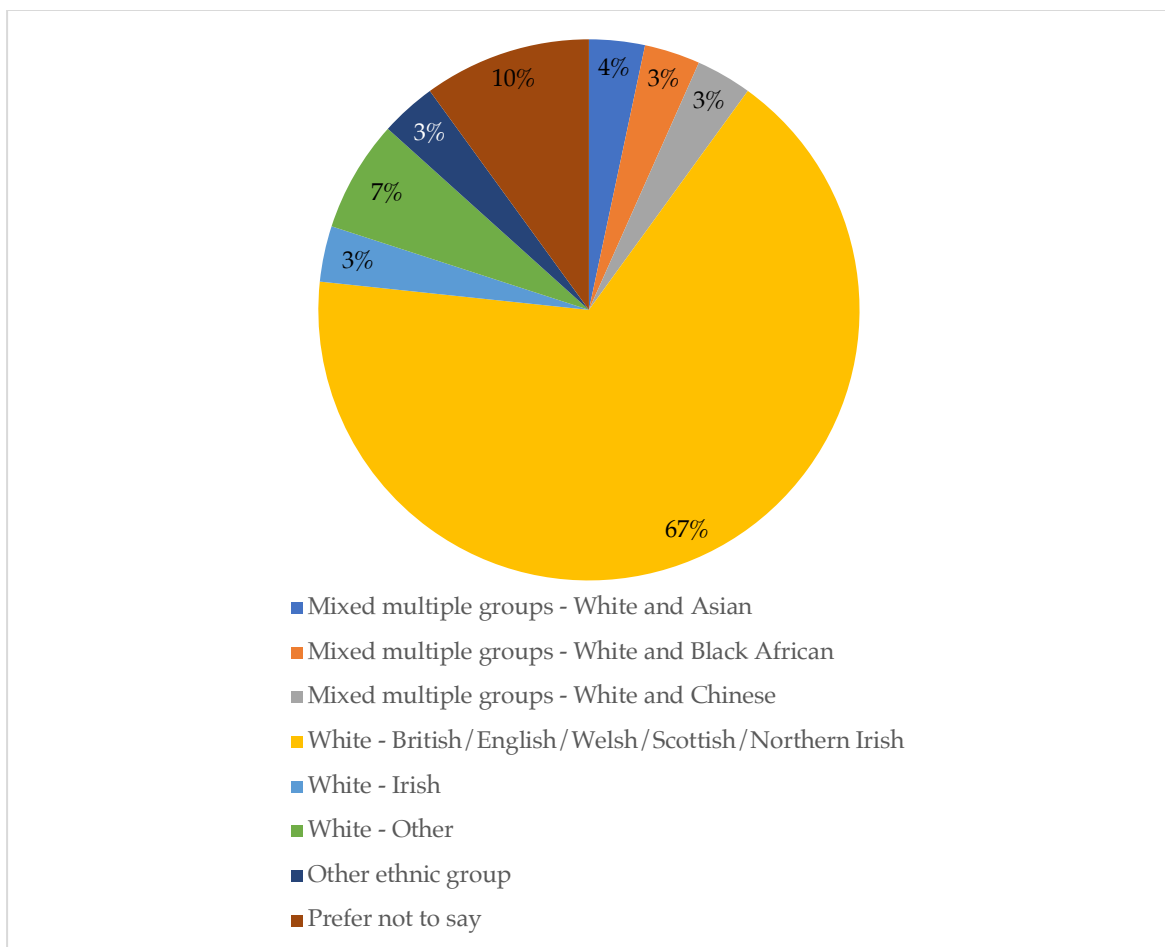




Disability (b) - Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?

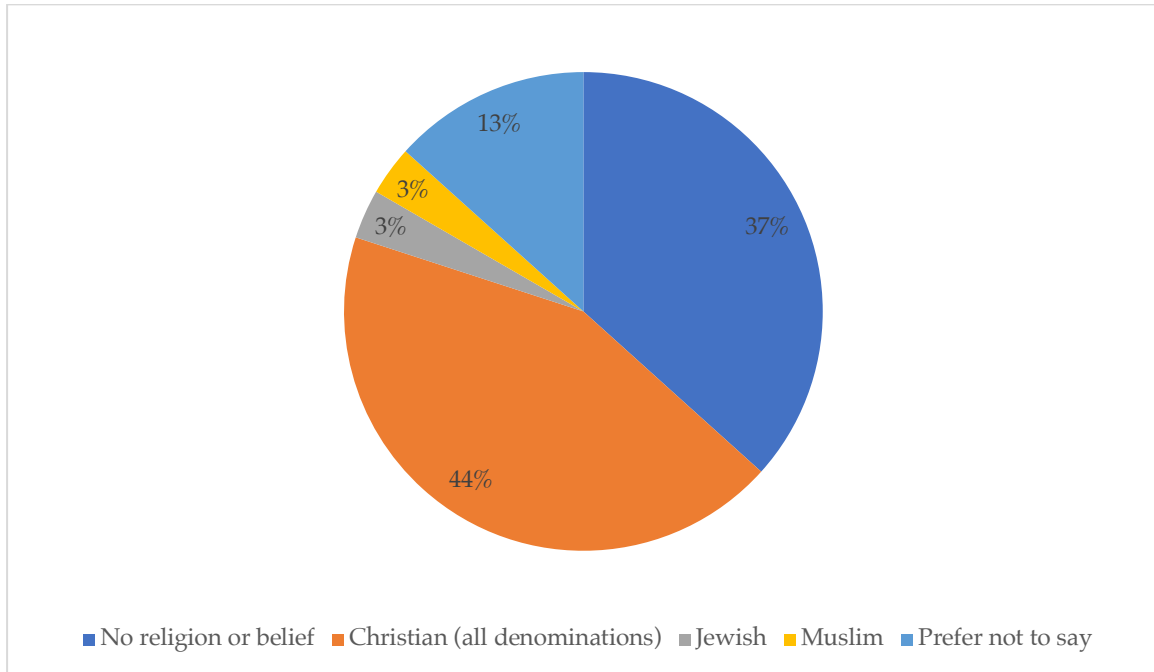


Ethnic Group - What is your ethnic group?

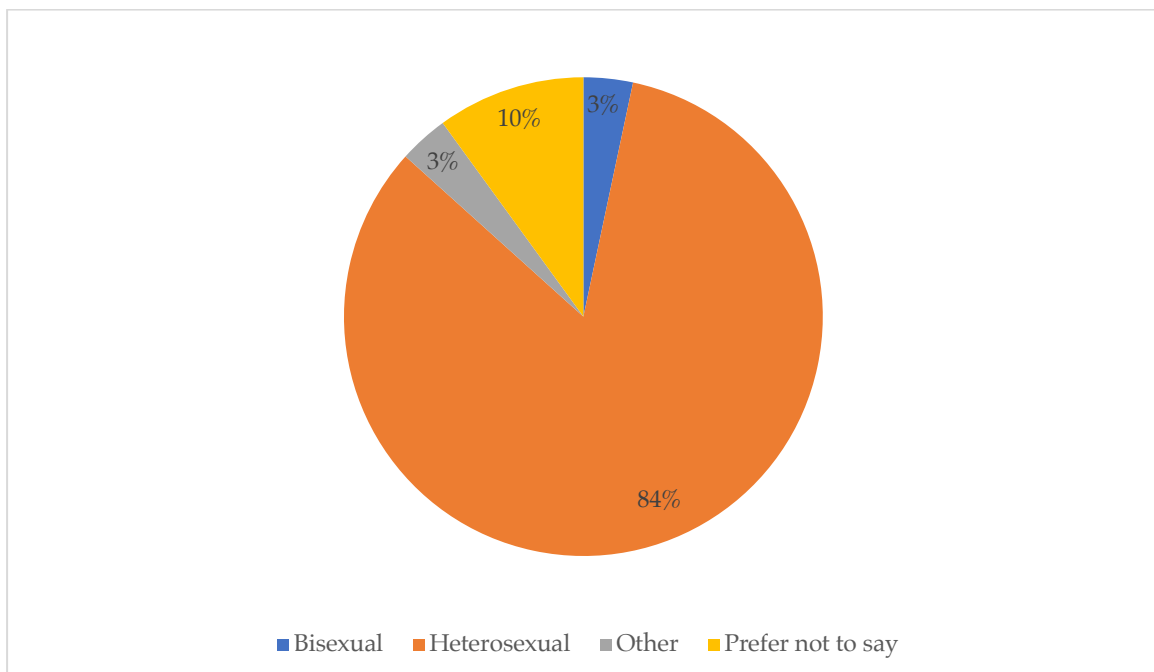




Religion or Belief - What is your religion or belief?

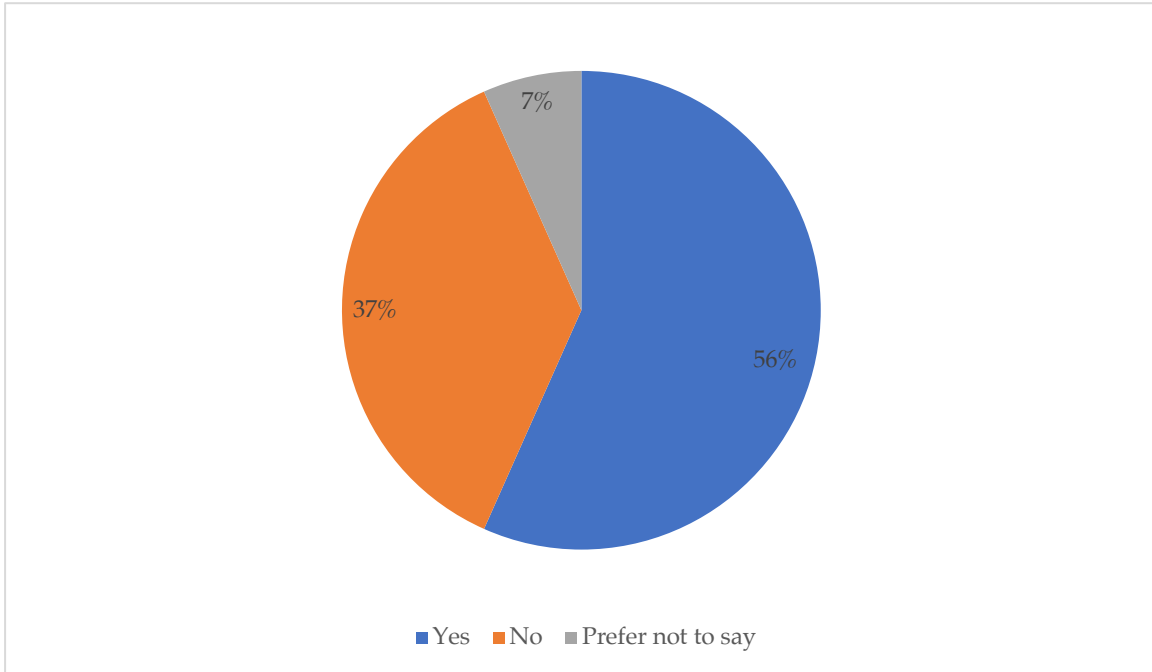


Sexual Orientation - What is your sexual orientation?

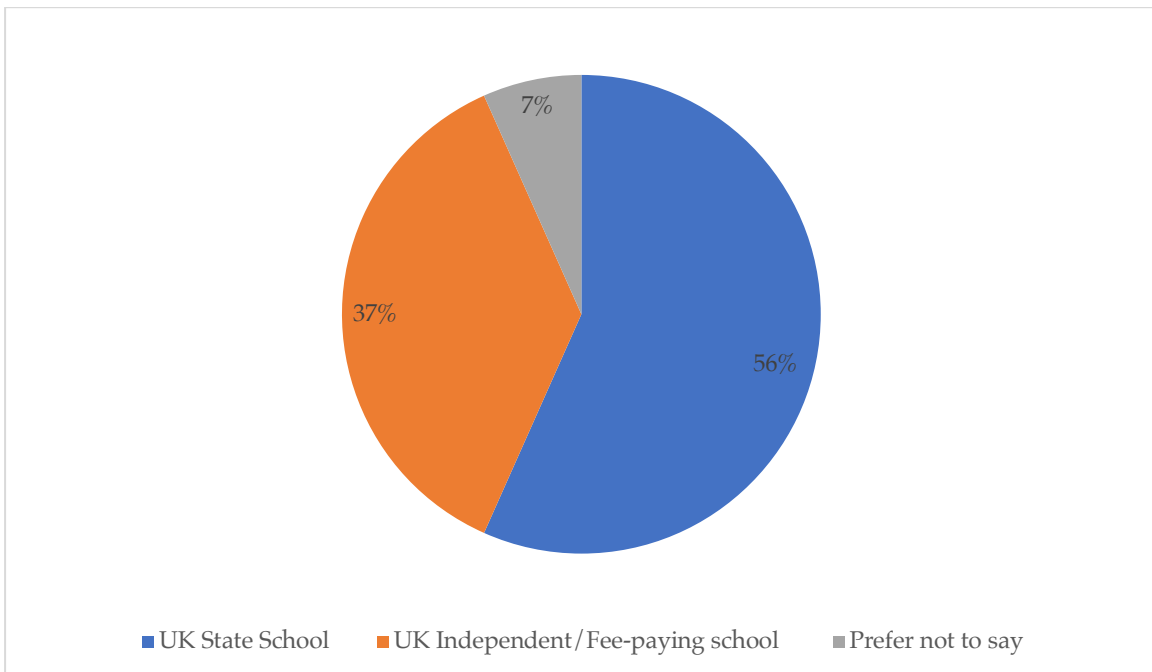




Socio-Economic Background (a) - If you went to University (to study a BA, BSc or higher course of study), were you part of the first generation of your family to do so?

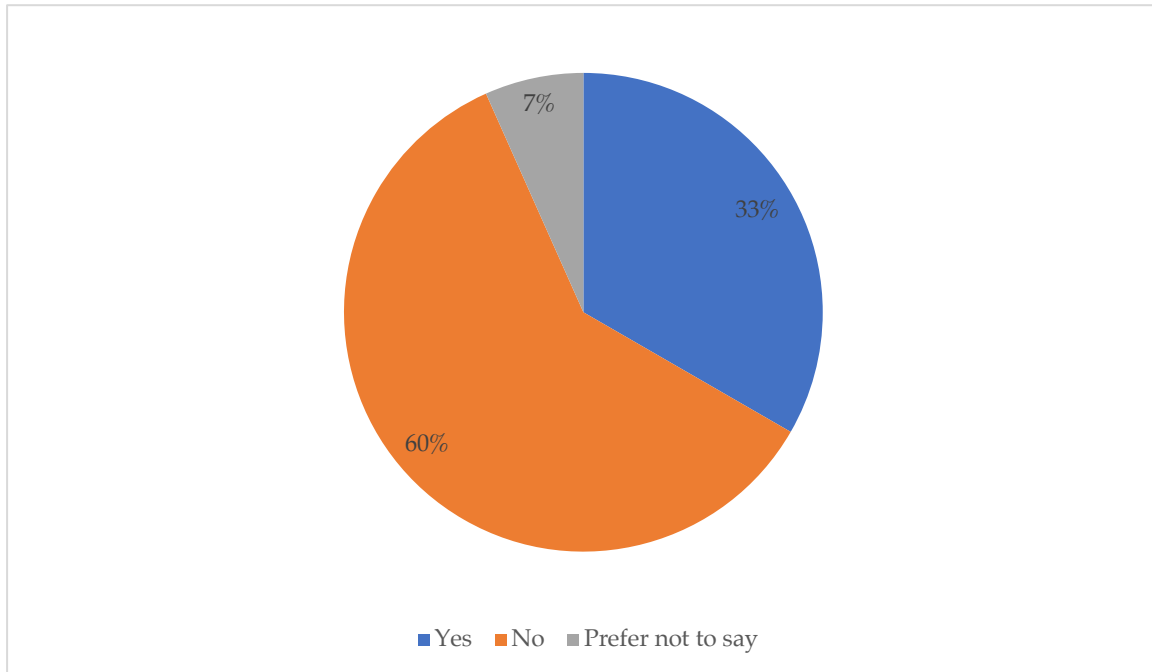


Socio-Economic Background (b) - Did you mainly attend a state or fee-paying school between the ages of 11-18?





Caring Responsibilities (a) - Are you a primary carer for a child or children under 18?



Caring Responsibilities (b) - Do you look after, or give any help or support to family members, friends, neighbours or others because of either (a) long-term physical or mental ill-health/ disability or (b) problems related to old age? (Do not count anything you do as part of your paid employment)

