

DIVERSITY DATA

Members of Outer Temple Chambers workforce are invited to provide diversity data every three years. In accordance with the Bar Standards Board Equality Rules, below is a summary of the data collection exercise undertaken in March 2021.

Participation in the survey is voluntary. The results below are based on the responses received and therefore might have been different if the entire workforce had taken part. The questionnaire was completed by 56% of our 124 members, pupils and staff.

Our Diversity Data Policy and the Bar Standards Board requirements provide that data will not be published where there are fewer than 10 individuals within a particular job category with the same relevant characteristic, unless each individual has consented. Even then we do not publish data where there are reasonable grounds to believe that publication of the summary of anonymous data would result in the identification of an individual in respect of one or more of their diversity characteristics. For this reason certain categories have been grouped together (for example pupil data has been included with the data for tenants/members). Where it has not been possible to meaningfully group categories certain data has been excluded from publication.

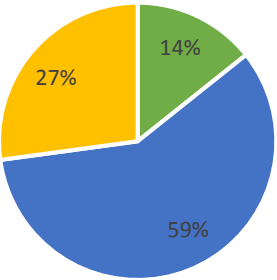
Diversity data relating to sexual orientation and religion or belief is not included in the anonymous summary format for publication. Under the BSB Code of Conduct this may only be published if there is consent from 100% of the workforce.

The data provided below is divided by:

- Entire workforce
- QCs
- Tenants/Members (including Pupils)
- Staff

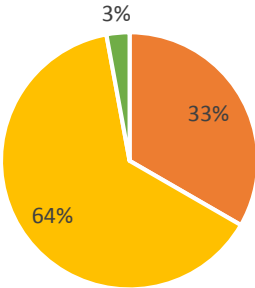
ENTIRE WORKFORCE

Workforce by Role



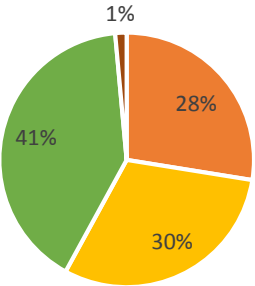
■ Barrister QC ■ Tenant/Member (including pupils) ■ Staff

Responsibility for supervising or managing the work of others



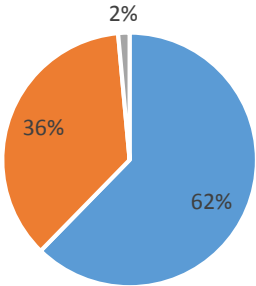
■ Yes ■ No ■ Prefer not to say

Age



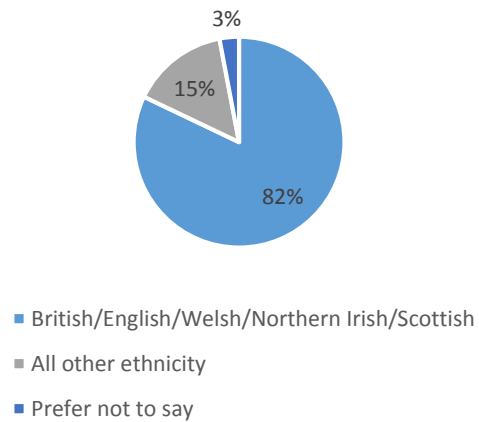
■ 16-34 ■ 35-44 ■ 45-64 ■ Prefer not to say

Gender

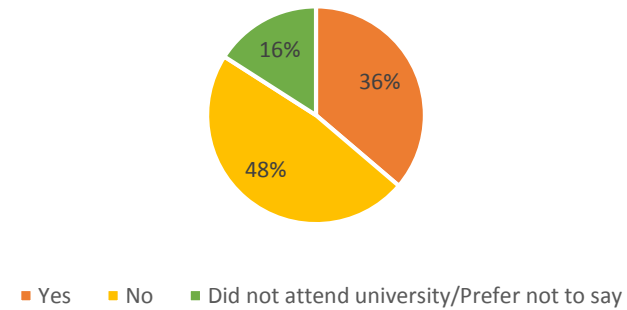


■ Male ■ Female ■ Prefer not to say

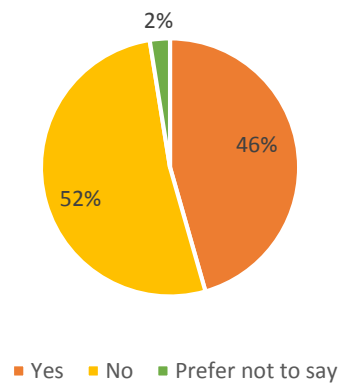
Ethnicity



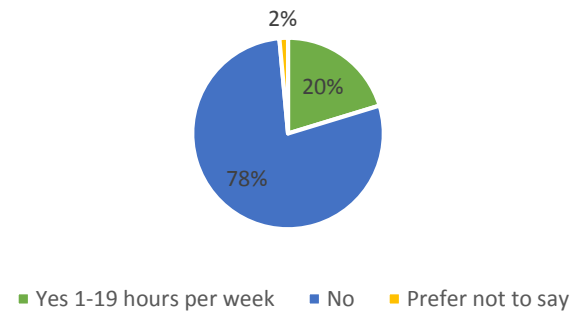
If you went to University (to study a BA, BSC course or higher), were you part of the first generation of your family to do so?



Primary carer for a child or children under 18

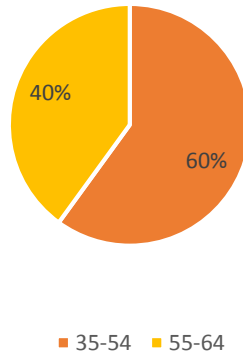


Unpaid caring responsibilities for family members, friends, neighbours or others because of either (a) long term physical or mental ill-health/disability (b) problems related to old age.

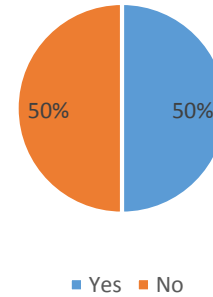


QCs

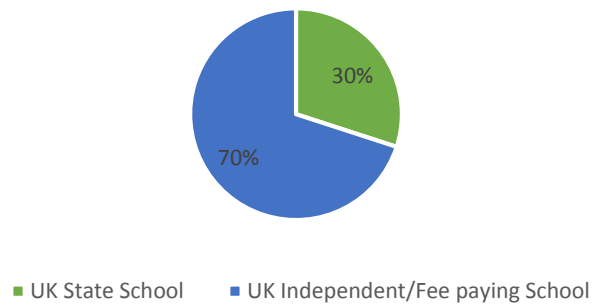
Age



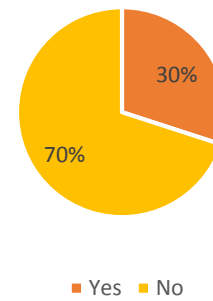
If you went to University (to study a BA, BSC course or higher), were you part of the first generation of your family to do so?



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

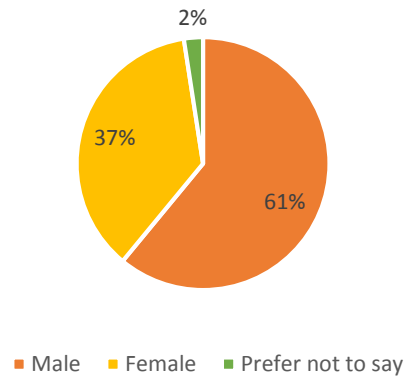


Are you a primary carer for a child or children under 18?

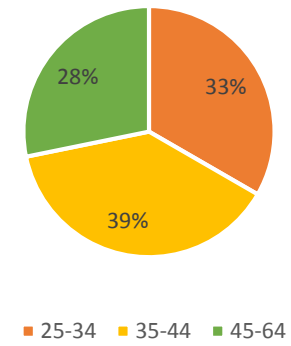


JUNIORS AND PUPILS

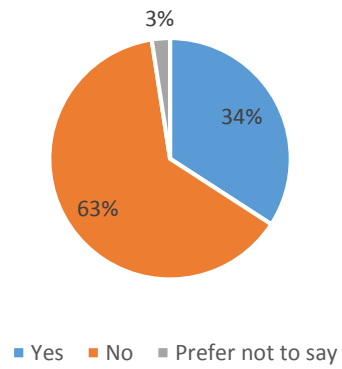
Gender



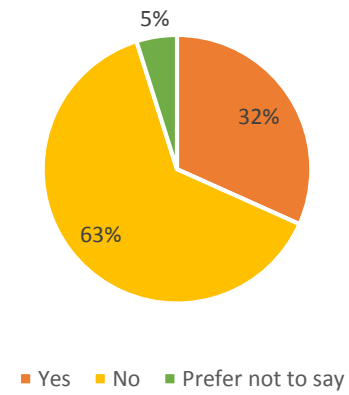
Age



First generation to go to University (to study a BA, BSC course or higher)

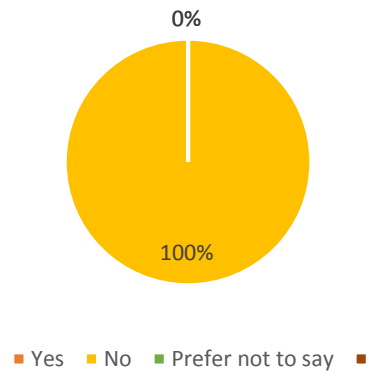


Primary carer for a child under 18



STAFF

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



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?

