

WESTGATE CHAMBERS

Diversity Data Report 2020

In accordance with the Bar Standards Board Equality Rules, below is a summary of the diversity data for Westgate Chambers. This data was collected in December 2020.

The survey was conducted anonymously and in accordance with the BSB rules. Participation in the survey was entirely 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. The response rate was 58%.

In order to be able to provide any anonymised data for publication, Westgate Chambers arranges its data under the categories of:

- Barristers (including pupils)
- Staff

The Diversity Data Policy and the Bar Standards Board requirements provide that data will not be published where there are fewer than ten individuals within a particular category with the same relevant characteristic, unless each such individual has consented.

In general, percentages have been rounded to one decimal place, so in some cases the values may not total 100 per cent.

This summary includes reference to the BSB Diversity at the Bar 2020 summary, as at 1st December 2020, which can be found using the following link <https://www.barstandardsboard.org.uk/uploads/assets/88edd1b1-0edc-4635-9a3dc9497db06972/BSB-Report-on-Diversity-at-the-Bar-2020.pdf>

Notable features of our diversity data

-
- Westgate Chambers has near equal representation of male and female barristers. The percentage of female barristers being 46%. This exceeds the percentage of females across the bar generally, which is recorded as 38.2% in the BSB diversity data summary of December 2020.

- The majority of barristers at Westgate Chambers were part of the first generation in their family to attend university (72%). This percentage exceeds that of the bar generally which is 47.2% in the December 2020 BSB diversity data summary.

Age

Barristers – unable to publish.

	16-24	25-34	35-44	45-54	55-64	65+
Staff			100%			

Gender

	Male	Female
Barristers	54%	46%
Staff	50%	50%

As of December 2020, women constituted 38.2% of the Bar according to BSB diversity data.

Disability

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

	Yes	No
Barristers	8%	92%
Staff		100%

According to BSB diversity data, 6.3% of barristers who provided information on disability status disclosed a disability.

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	15%	85%
Staff		100%

Ethnic group

	White British	Irish	White other	White and black Caribbean	White and Asian
Barristers	78%	4%	4%	8%	4%
Staff	100%				

According to BSB data, the percentage of barristers from Minority Ethnic groups at the Bar is 14.1%.

Religion or belief

	No religion or belief	Christian (all denominations)	Prefer not to say
Barristers	50%	46%	4%
Staff	50%	50%	

Sexual orientation

	Heterosexual	Gay man or woman	Prefer not to say
Barrister	92%	4%	4%
Staff	100%		

University

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

	Yes	No
Barristers	96%	4%
Staff		100%

First at university

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

	Yes	No
Barrister	72%	28%
Staff	N/A	N/A

According to BSB diversity data at December 2020, 0.6% of the Bar had not attended university and 47.2 % were of the first generation to attend university.

State vs fee-paying school

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

Barristers – Unable to publish

	UK state school	UK independent / fee-paying school
Staff	100%	

Primary carer for a child

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

	Yes	No
Barristers	31%	69%
Staff	100%	

According to BSB data obtained in December 2020, of those who responded, 27% (just over one in four) of the Bar have primary caring responsibilities for one or more children.

Looking after / helping family members with disabilities / old age

	Yes: 1-19hrs per week	No
Barristers	27%	73%
Staff	50%	50%

According to the BSB diversity data around 13% of barristers provided care for another person for 1 or more hours per week.