



## Six Pump Court

### Diversity Data Collection 2019

**Six Pump Court has a strong commitment to promoting diversity and equality in all areas of our working relationships, both within Chambers and with our lay and professional clients. This is reflected in our equality and diversity practices and procedures.**

Six Pump Court is regulated by the Bar Standards Board ('BSB'). The BSB Equality and Diversity Rules can be found here, together with guidance and information used by Six Pump Court to understand and meet its regulatory obligations in this area.

<https://www.barstandardsboard.org.uk/for-barristers/compliance-with-your-obligations/equality-and-diversity-rules.html>

As required, Six Pump Court has conducted a survey in accordance with the BSB Rules extant at the time the survey was issued<sup>1</sup>, in order to collect and publish equality and diversity data. BSB Rules aim to provide transparency in recruitment, and to encourage diversity in the profession itself.

The survey was sent out to all members, pupils and staff. Responses are entirely voluntary and were collated, analysed and anonymised for reporting in December 2019.

At the time the survey was issued the BSB Rules prohibited the publication of data on sexual orientation and religious belief unless consent was received from each member of the workforce. No data has been published in this report on those characteristics as we did not receive the requisite consent from all members and staff. However, we believe that there is a diversity in these areas within Chambers.

Where fewer than 10 (ten) individuals within a published category (or sub-category) identify through the survey with the same diversity characteristic, in accordance with the extant Rules at the time, the anonymised data will not be published, unless all affected individuals' consent. Where this has occurred, we have either not published data, or data for certain categories has been amalgamated.

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<sup>1</sup> The survey was issued before amendments were made to rC110.3.s.i in relation to the lifting of the prohibition on the publication of data on sexual orientation and religious belief.

The survey was conducted anonymously and participation was voluntary, as required by the BSB Rules.

The response rate to the survey was approximately 56%.

The data summarised below is based on the responses received and because response to the survey was less than 100%, it may not reflect the full diversity in Chambers.

Total numbers may differ from category to category because a response to each question was voluntary and certain responders have chosen to answer “Prefer Not to Say” in relation to certain questions. Data is not published where its publication might reasonably lead to the identification of individuals without their consent.

**Key Points:**

- The number of persons responding to this survey has decreased by a small number. This may be explained by the conducting of a series of equality and diversity questionnaire exercises within Chambers this year as part of our Action Plan, which may have resulted in a certain survey fatigue;
- The percentage of those completing the survey who are female has increased from 28% to 35%;
- The percentage of those completing the survey with a disability has remained at a similar level;
- The percentage of those from a BAME background has remained at a similar level.

1. Authorised persons for purposes of Legal Services Act 2007:							Response Percent	Response Total
1	QC						4.17%	1
2	Tenant/Member						87.50%	21
3	Pupil/Other						4.17%	1
4	Prefer not to say						4.17%	1
<b>Analysis</b>	Mean:	2.08	Std. Deviation:	0.49	Satisfaction Rate:	36.11	answered	24
	Variance:	0.24	Std. Error:	0.1			skipped	5

## 2. Other role within organisation:

					Response Percent	Response Total
1	Any other fee earning role (e.g. trainee solicitor, legal executive (not Fellow), paralegal)				0.00%	0
2	Any role directly supporting a fee earner (e.g barristers clerk, administrator, legal secretary, practice manager, legal assistant, paralegal)				100.00%	5
3	A managerial role (e.g. Director / non-lawyer Partner / Chief Executive / Practice Director or similar, Head of Legal Practice (HoLP) / Head of Finance & Administration (HoFA) or similar).				0.00%	0
4	An IT/HR/other corporate services role				0.00%	0
5	Prefer not to say				0.00%	0
<b>Analysis</b>					answered	5
	Mean:	2	Std. Deviation:	0	Satisfaction Rate:	25
	Variance:	0	Std. Error:	0	skipped	24







## 3. Shareholding in organisation

					Response Percent	Response Total
1	Yes				10.71%	3
2	No				82.14%	23
3	Prefer not to say				7.14%	2
<b>Analysis</b>					answered	28
	Mean:	1.96	Std. Deviation:	0.42	Satisfaction Rate:	48.21
	Variance:	0.18	Std. Error:	0.08	skipped	1




## 4. Age:

			Response Percent	Response Total
1	16 – 24		0.00%	0




#### 4. Age:

						Response Percent	Response Total	
2	25 – 34					0.00%	0	
3	35 – 44					14.29%	4	
4	45 – 54					39.29%	11	
5	55 – 64					21.43%	6	
6	65+					17.86%	5	
7	Prefer not to say					3.57%	1	
<b>Analysis</b>	Mean:	3.68	Std. Deviation:	1.23	Satisfaction Rate:	44.64	answered	28
	Variance:	1.5	Std. Error:	0.23			skipped	1


#### 5. Gender:

						Response Percent	Response Total	
1	Male					60.71%	17	
2	Female					35.71%	10	
3	Prefer not to say					3.57%	1	
<b>Analysis</b>	Mean:	1.43	Std. Deviation:	0.56	Satisfaction Rate:	21.43	answered	28
	Variance:	0.32	Std. Error:	0.11			skipped	1

#### 6. Disability:

						Response Percent	Response Total	
1	Yes					-	<10	
2	No					92.86%	26	
3	Prefer not to say					-	<10	
<b>Analysis</b>	Mean:	2	Std. Deviation:	0.27	Satisfaction Rate:	50	answered	28
	Variance:	0.07	Std. Error:	0.05			skipped	1

#### 7. Ethnic Group:

						Response Percent	Response Total
1	White and Asian					-	<10
2	White and Black African					0.00%	0
3	White and Black Caribbean					0.00%	0
4	White and Chinese					0.00%	0

## 7. Ethnic Group:

		Response Percent	Response Total		
5	Other mixed/multiple ethnic background	0.00%	0		
6	Bangladeshi	0.00%	0		
7	Chinese	0.00%	0		
8	Indian	-	<10		
9.	Pakistani	0.00%	0		
10	Other Asian Background	0.00%	0		
11	Black African/Caribbean	0.00%	0		
12	Other Black/ Caribbean/ Black British	0.00%	0		
13	White British/ English/ Welsh / Irish / Northern Irish / Scottish	89.29%	25		
14	Gypsy	0.00%	0		
15	Irish Traveller	0.00%	0		
16	Arab	0.00%	0		
17	Other Ethnic Group	0.00%	0		
18	Prefer not to say	-	<10		
<b>Analysis</b>	Mean: 12.57	Std. Deviation: 2.6	Satisfaction Rate: 68.07	Answered	28
	Variance: 6.74	Std. Error: 0.49		Skipped	1


## 8. Socio-economic background: First generation in family to attend University?

		Response Percent	Response Total		
1	Yes	-	<10		
2	No	64.29%	18		
3	Did not go to university	-	<10		
4	Prefer not to say	-	<10		
<b>Analysis</b>	Mean: 2	Std. Deviation: 0.76	Satisfaction Rate: 33.33	answered	28
	Variance: 0.57	Std. Error: 0.14		skipped	1




## 9. Education between ages of 11 – 18?

		Response Percent	Response Total
1	UK State School	64.29%	18
2	UK Independent School / Fee paying school	-	<10
3	Attended school outside the UK	-	<10


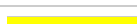

### 9. Education between ages of 11 – 18?

						Response Percent	Response Total	
4	Prefer not to say					-	<10	
<b>Analysis</b>	Mean:	1.46	Std. Deviation:	0.73	Satisfaction Rate:	15.48	answered	28
	Variance:	0.53	Std. Error:	0.14			skipped	1

### 10. Caring responsibilities: Primary carer for child(ren) under 18 years:

						Response Percent	Response Total	
1	Yes					53.57%	15	
2	No					42.86%	12	
3	Prefer not to say					-	<10	
<b>Analysis</b>	Mean:	1.5	Std. Deviation:	0.57	Satisfaction Rate:	25	answered	28
	Variance:	0.32	Std. Error:	0.11			skipped	1

### 11. Caring Responsibilities for others:

						Response Percent	Response Total	
1	No					67.86%	19	
2	Yes, 1 - 19 hours a week					-	<10	
3	Yes, 20 - 49 hours a week					0.00%	0	
4	Yes, 50 or more hours a week					0.00%	0	
5	Prefer not to say					-	<10	
<b>Analysis</b>	Mean:	1.43	Std. Deviation:	0.82	Satisfaction Rate:	10.71	answered	28
	Variance:	0.67	Std. Error:	0.16			skipped	1