



Diversity Data Collection Report

2023

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In accordance with the Bar Standards Board Equality Rules, below is a summary of the diversity data for 39 Essex Chambers.

We collect our data every three years. In July 2023 we asked all our barristers, pupils, academic associates, door tenants, and staff to complete the diversity data survey.

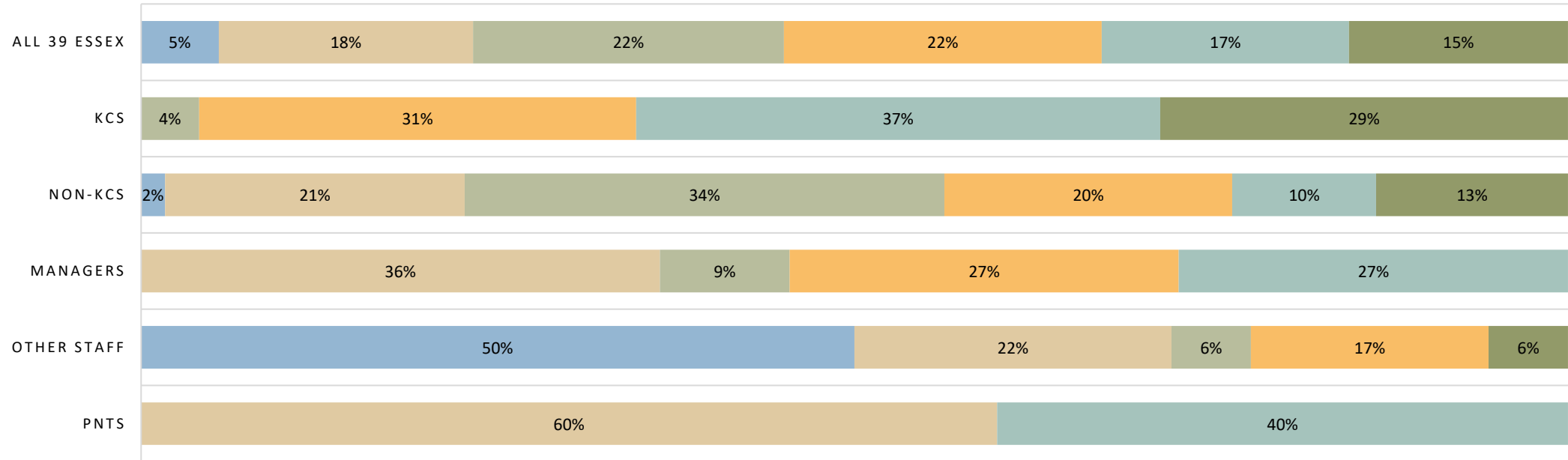
Data was collected in the following categories: age, sex, gender identity, disability, ethnic group, religion or belief, sexual orientation, socio-economic background and caring responsibilities.

Our return rate for responses to our diversity data survey was 97%.

Of those who returned the survey, 92% agreed to their data being published. 10% did not agree to publication in anonymous form if there were fewer than 10 individuals identified against one or more of the diversity characteristics. The published data does not therefore fully reflect the diversity data collected.

The data is divided into groups – All, KCs, non-KCs (including pupils), managers (including directors), other staff and PNTS (prefer not to say).

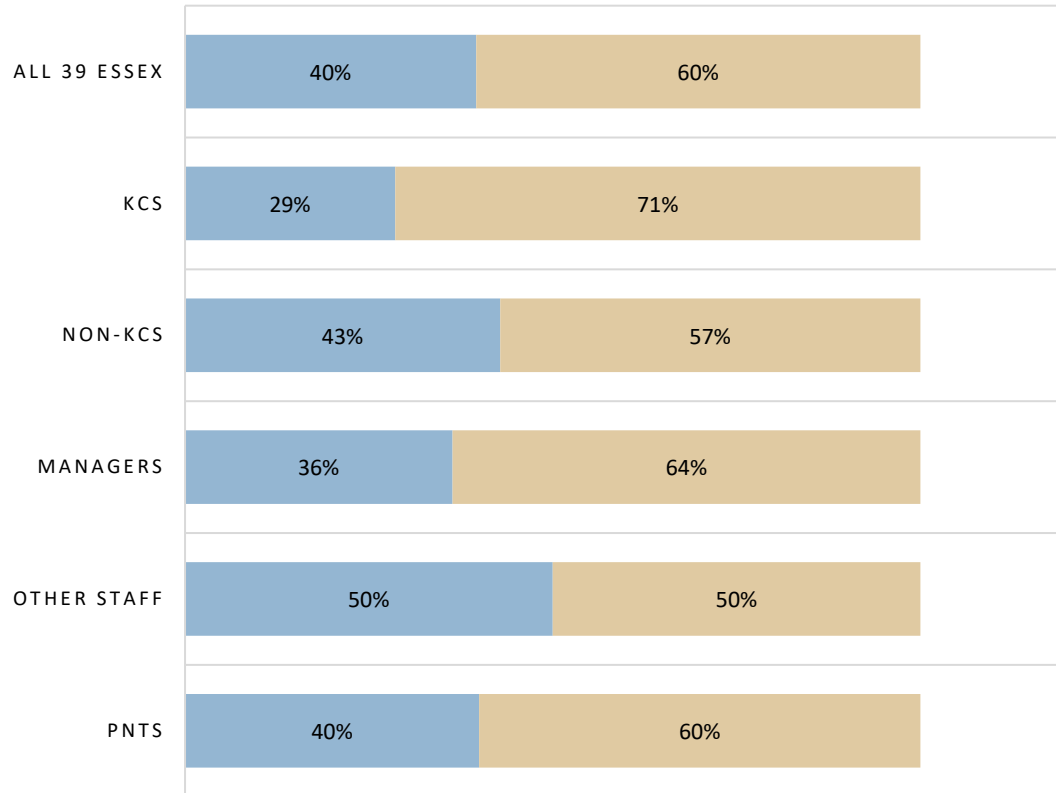
AGE



	PNTS	Other Staff	Managers	Non-KCs	KCs	All 39 Essex
16-24	0%	50%	0%	2%	0%	5%
25-34	60%	22%	36%	21%	0%	18%
35-44	0%	6%	9%	34%	4%	22%
45-54	0%	17%	27%	20%	31%	22%
55-64	40%	0%	27%	10%	37%	17%
65 plus	0%	6%	0%	13%	29%	15%

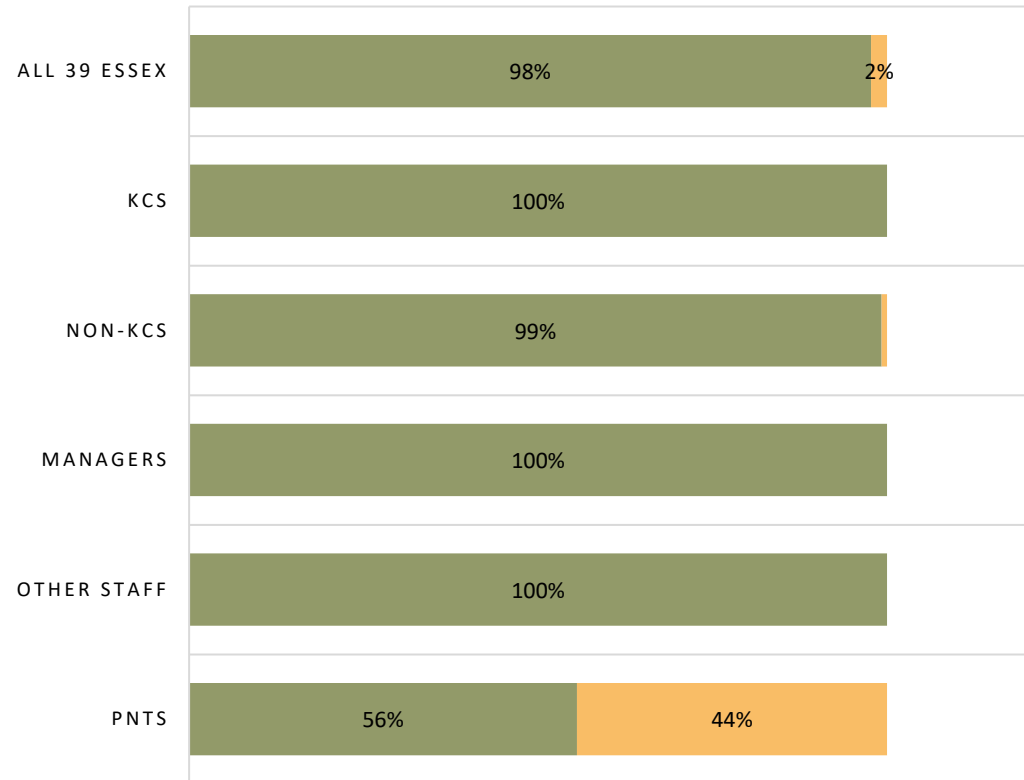
SEX

Female Male Other



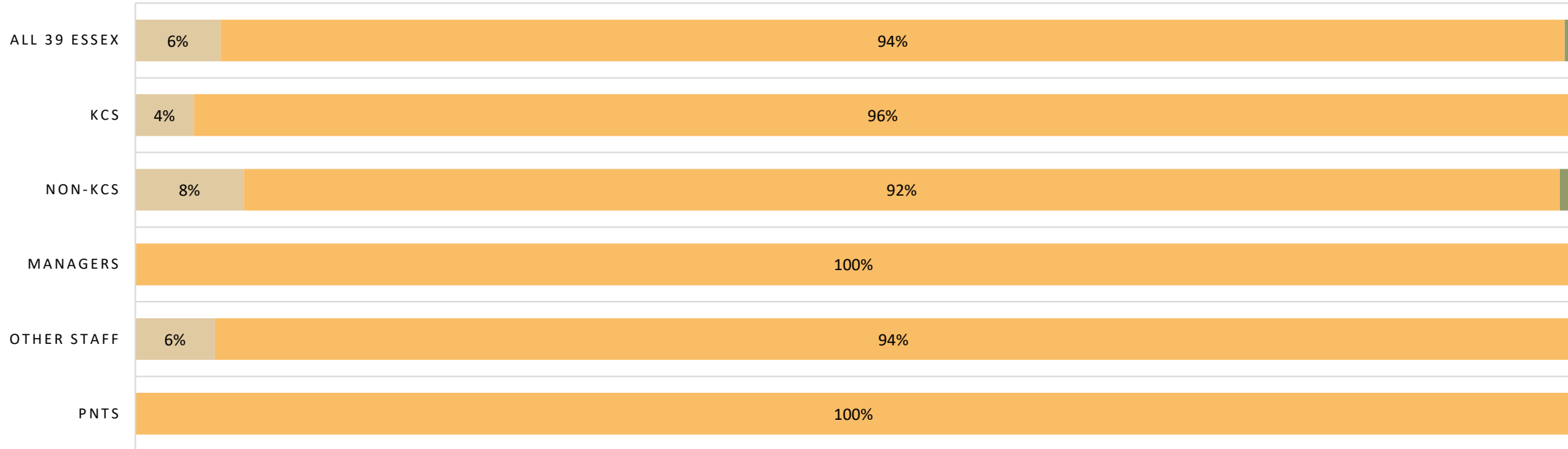
GENDER SAME AS BIRTH

Yes No Prefer not to say



DISABILITY

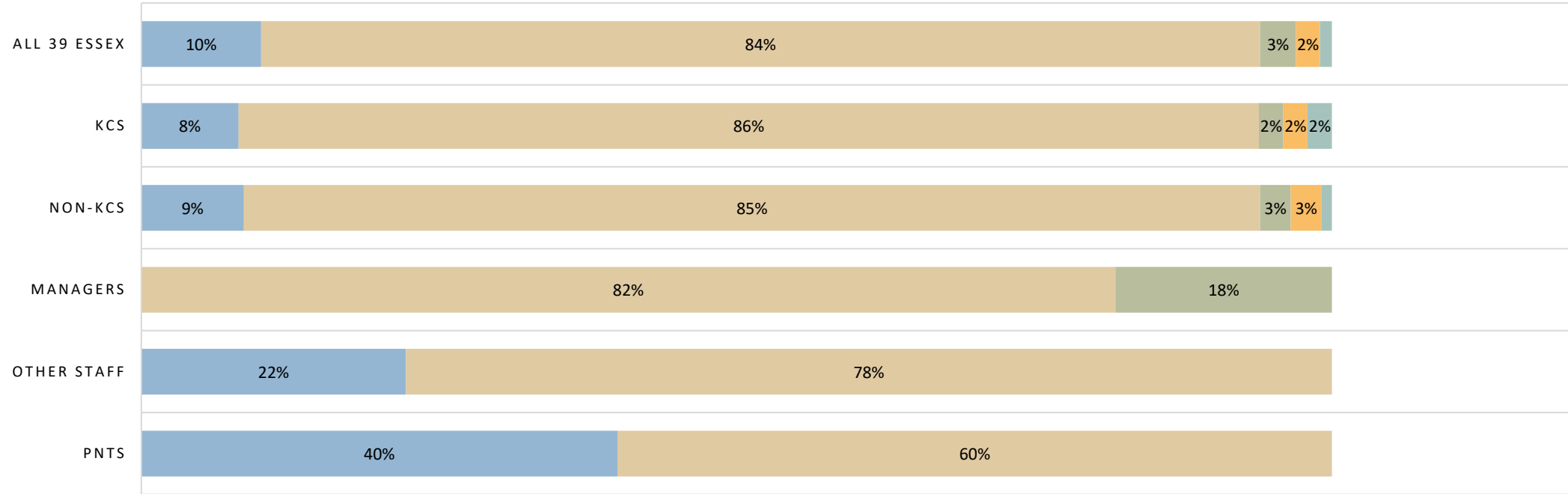
■ Yes ■ No ■ Prefer not to say



	PNTS	Other Staff	Managers	Non-KCs	KCs	All 39 Essex
■ Yes	0%	6%	0%	8%	4%	6%
■ No	100%	94%	100%	92%	96%	94%
■ Prefer not to say	0%	0%	0%	1%	0%	0%

ETHNIC GROUP

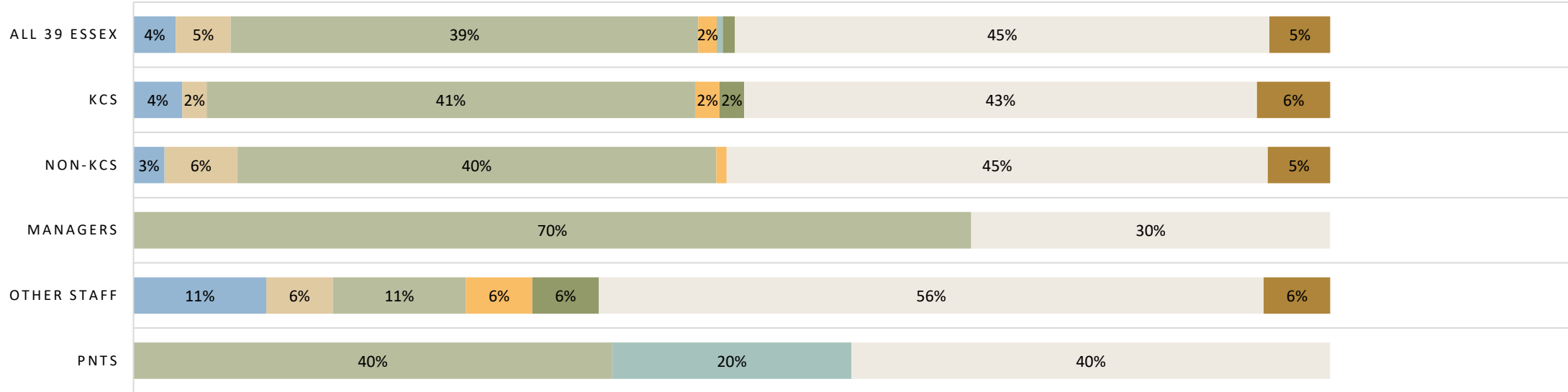
■ Asian/Asian British
 ■ White
 ■ Mixed/Multiple Ethnic Groups
 ■ Other ethnic group
 ■ Prefer Not to Say



	PNTS	Other Staff	Managers	Non-KCs	KCs	All 39 Essex
Asian/Asian British	40%	22%	0%	9%	8%	10%
White	60%	78%	82%	85%	86%	84%
Mixed/Multiple Ethnic Groups	0%	0%	18%	3%	2%	3%
Other ethnic group	0%	0%	0%	3%	2%	2%
Prefer Not to Say	0%	0%	0%	1%	2%	1%

RELIGION OR BELIEF

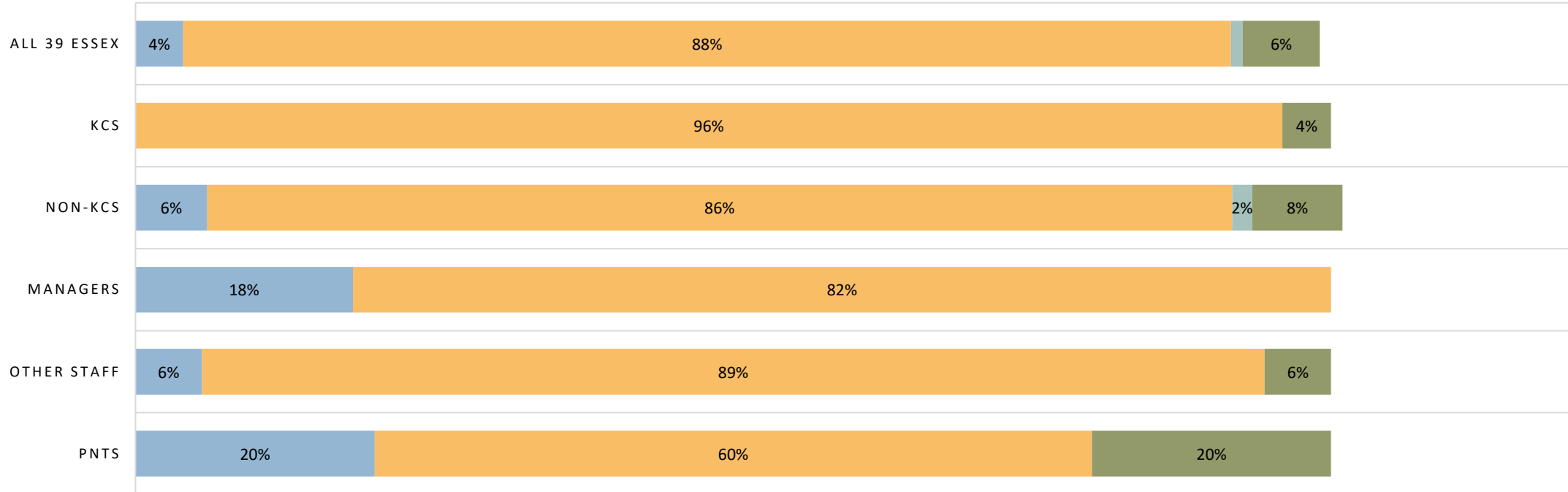
■ Hindu
 ■ Jewish
 ■ Christian (all denominations)
 ■ Muslim
 ■ Sikh
 ■ Any other religion
 ■ None
 ■ Prefer not to say



	PNTS	Other Staff	Managers	Non-KCs	KCs	All 39 Essex
■ Hindu	0%	11%	0%	3%	4%	4%
■ Jewish	0%	6%	0%	6%	2%	5%
■ Christian (all denominations)	40%	11%	70%	40%	41%	39%
■ Muslim	0%	6%	0%	1%	2%	2%
■ Sikh	20%	0%	0%	0%	0%	1%
■ Any other religion	0%	6%	0%	0%	2%	1%
■ None	40%	56%	30%	45%	43%	45%
■ Prefer not to say	0%	6%	0%	5%	6%	5%

SEXUAL ORIENTATION

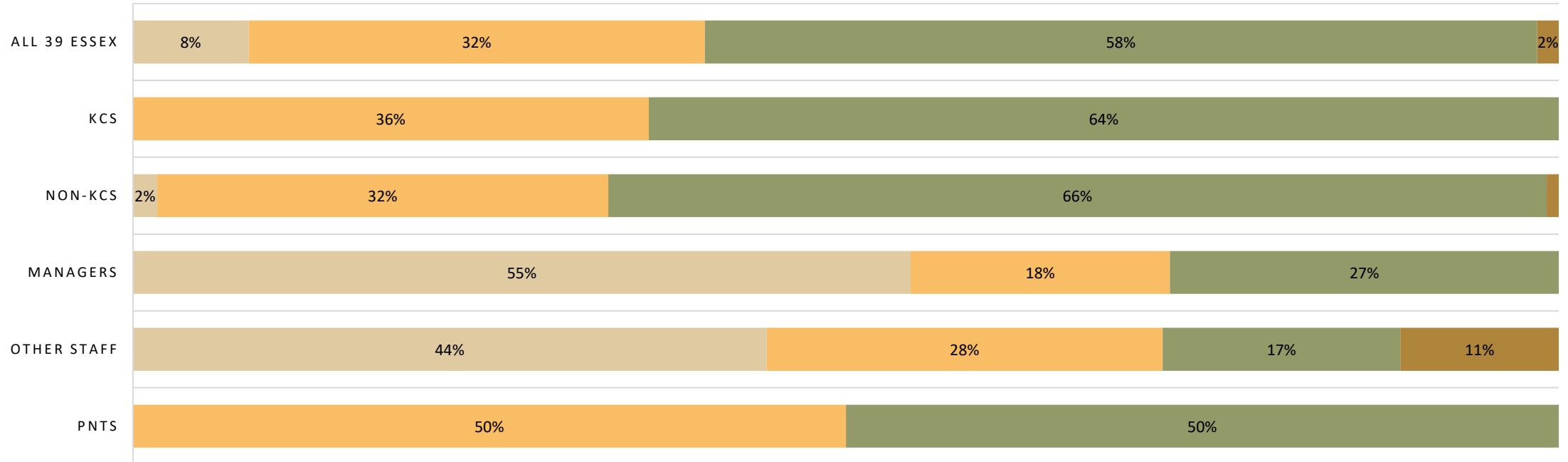
■ Gay and Bisexual
 ■ Heterosexual/Straight
 ■ Other
 ■ Prefer not to say



	PNTS	Other Staff	Managers	Non-KCs	KCs	All 39 Essex
Gay and Bisexual	20%	6%	18%	6%	0%	4%
Heterosexual/Straight	60%	89%	82%	86%	96%	88%
Other	0%	0%	0%	2%	0%	1%
Prefer not to say	20%	6%	0%	8%	4%	6%

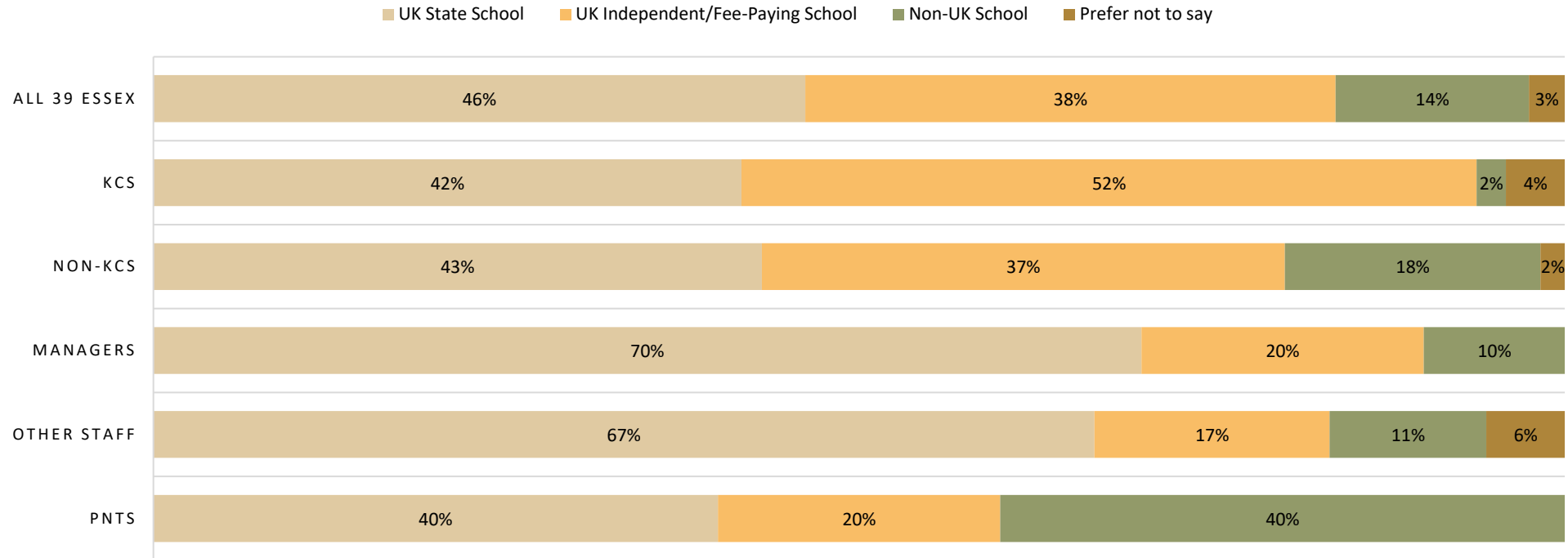
SOCIO ECONOMIC BACKGROUND - UNIVERSITY

■ Did not attend University
 ■ Graduate, first gen
 ■ Graduate, not first gen
 ■ Prefer not to say



	PNTS	Other Staff	Managers	Non-KCs	KCs	All 39 Essex
Did not attend University	0%	44%	55%	2%	0%	8%
Graduate, first gen	50%	28%	18%	32%	36%	32%
Graduate, not first gen	50%	17%	27%	66%	64%	58%
Prefer not to say	0%	11%	0%	1%	0%	2%

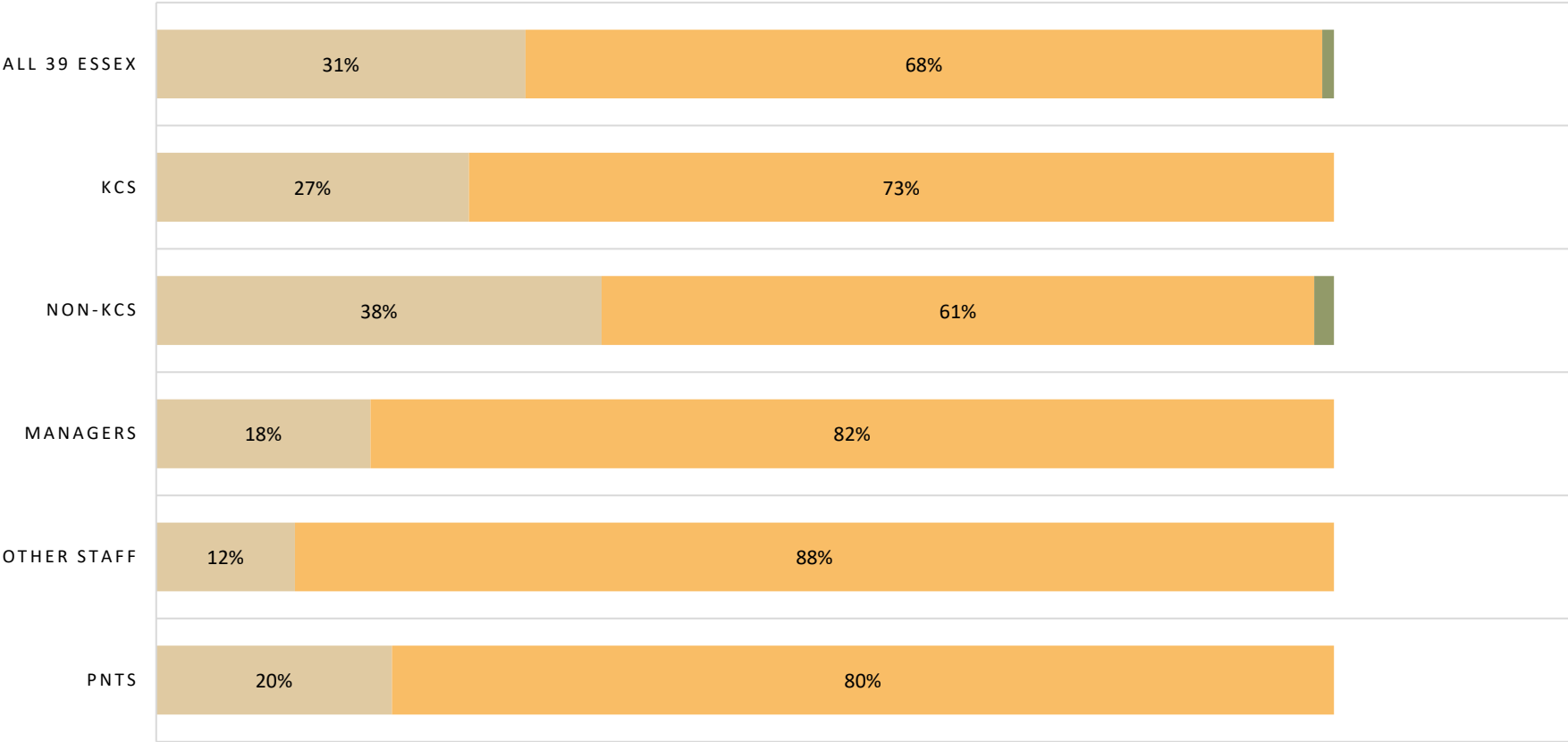
SOCIO-ECONOMIC BACKGROUND - SCHOOL



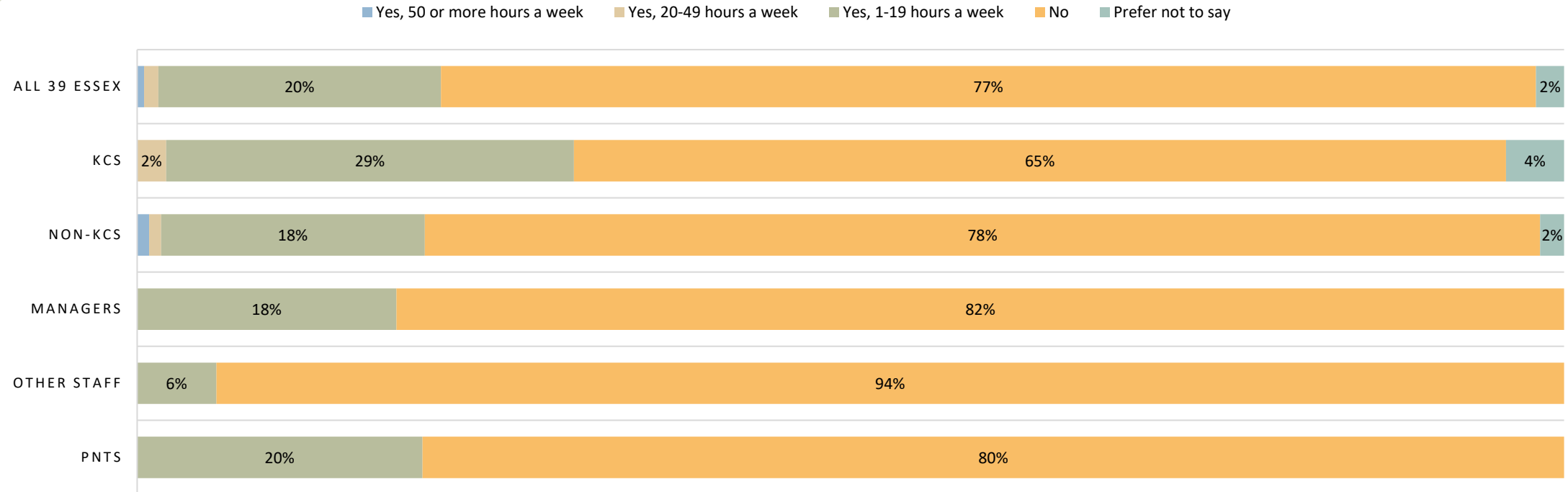
	PNTS	Other Staff	Managers	Non-KCs	KCs	All 39 Essex
UK State School	40%	67%	70%	43%	42%	46%
UK Independent/Fee-Paying School	20%	17%	20%	37%	52%	38%
Non-UK School	40%	11%	10%	18%	2%	14%
Prefer not to say	0%	6%	0%	2%	4%	3%

CARING RESPONSIBILITIES - PRIMARY CARER

Yes No Prefer not to say



CARE HELPER



	PNTS	Other Staff	Managers	Non-KCs	KCs	All 39 Essex
■ Yes, 50 or more hours a week	0%	0%	0%	1%	0%	0%
■ Yes, 20-49 hours a week	0%	0%	0%	1%	2%	1%
■ Yes, 1-19 hours a week	20%	6%	18%	18%	29%	20%
■ No	80%	94%	82%	78%	65%	77%
■ Prefer not to say	0%	0%	0%	2%	4%	2%