EQUALITY AND DIVERSITY DATA

Following the Bar Standards Board Handbook, Parklane Plowden Chambers has surveyed its Members and Employees to publish our Diversity and Equality Data in line with Bar Standards requirements.

This data helps us to plan and adapt our policies and approaches about training, recruitment and development and supports our goal of being a diverse, inclusive and independent member of the legal profession.

Equality and diversity data is considered to be information relating to the following characteristics: age, gender, disability, ethnic group, religion or belief, sexual orientation, socio-economic background and caring responsibilities.

Participation in the questionnaire was entirely voluntary, subject to explicit consent with a total of 121 responses, representing over 75% of the Members and Employees of Chambers.

The data, anonymised and summarised below are based on the responses received and may not reflect the position that would have applied if all those eligible to participate had chosen to do so.

Each diversity characteristic is categorised by the relationship the respondent has with Chambers and their level of seniority within Chambers. For the purposes of publishing data, the data has been summarised as follows:

- Members (including QCs, Barristers, Junior Barristers and Pupils).
- Employed (including administration, finance and clerking staff and Managers)

In line with the Bar Standard Board's Diversity Data Collection Rules, it is our policy where consent has not been received from all members, not to publish data related to sexual orientation and religion or belief.
In addition, data has not been published where its publication might reasonably lead to the identification of individuals as per s 1.4 'The number of individuals identified with any characteristic within any category is fewer than 10 (ten), save in cases where there is consent from all those to whom the data in question relates.'

Not all questions were answered by every participant. Those that preferred not to state an answer have not been identified and omitted from the results.

1. **Age Distribution**

	16 - 24	25 - 34	35 - 44	45 - 54	55 - 64	65+
Employed	8	5	3	5		
Members	2	26	25	25	15	2

2. Gender Distribution

	Female Count	Female %	Male Count	Male %
Employed	14	64%	8	36%
Members	45	48%	49	52%

3. Ethnic Groups

	British / English / Welsh / Northern Irish / Scottish / Other White	
Employed	20	95%
Member	88	92%

Note: Members and Employees from Black, Asian, Mixed or from another minority ethnic group cannot be reported in line with Bar Standard Board's Diversity Data Collection Rules (1.4)

4. University Attendance - Did you attend university to study a Degree or higher course?

	Yes	Yes %	No	No%
Employed	7	35%	13	65%
Member	95	100%	0	0

5. First at University - Were you part of the first generation of your family to attend university?

	Yes	Yes %	No	No%
Employed	4	57%	3	43%
Member	43	46%	51	54%

6. State vs Fee Paying Education - Did you mainly attend a state or fee-paying school between the ages of 11 and 18?

	UK State School		UK Independent/ Fee Paying		Overseas	
Employed	21	95%	1	5%		
Member	63	68%	26	28%	3	3%

7. Primary Carer for a Child - Are you a primary carer for a child or children under 18?

	Yes	Yes %	No	No%
Employed	4	19%	17	81%
Member	38	40%	56	60%