

DIVERSITY DATA

JANUARY 2019



Introduction

Members of the 4-5 Gray's Inn Square workforce are invited to provide diversity data every 3 years. Participation is voluntary and the results are anonymised prior to publication.

Diversity data was most recently collected in January 2019. A summary appears below.

Number of respondents

The questionnaire was completed by 58% of our 86 members and staff. The results are based on those respondents and so may have differed if all of those eligible to participate had chosen to do so.

Each individual question is voluntary. Therefore, the total number of respondents may differ from question to question, and therefore between the categories published below.

Diversity data that is not published

Under the BSB Code of Conduct, diversity data may not be published where there is a real risk that its publication might lead to the identification of individuals without their consent.

Accordingly, where there are fewer than 10 individuals in a given sub-category, we do not publish diversity data in relation to that sub-category unless it has explicit consent from everyone in that sub-category. This is in line with the best practice recommended by the BSB. This has led to the amalgamation of certain categories of diversity data and the non-publication of other categories of diversity data.

Therefore, as 4-5 Gray's Inn Square has fewer than 10 QCs and fewer than 10 pupils, we do not publish diversity data identifying them by category. However, a summary of their experience and education can be seen on our website. Similarly, as there were fewer than 10 staff responses, diversity data identifying them by category has not been published where there is a real risk of identifying those who responded.

Under the BSB Code of Conduct, Chambers may not publish diversity data relating to sexual orientation or religion or belief unless there is consent from each of the members of the workforce. Therefore, as less than 100% of the 4-5 Gray's Inn Square workforce completed the survey, we do not publish any diversity data collected in respect of those characteristics even if individuals have consented to the publication of such data.

Multi Jurisdictional

Australia
British Virgin Islands
France
India
Ireland
Italy
Northern Ireland
South Africa
Switzerland
UAE
USA

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Birmingham

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Age		
Workforce	25-34	32%
	35-54	34%
	55+	34%
Gender		
Barristers	Male	65%
	Female	35%
Ethnicity		
Workforce	White (British/English/Welsh/Northern Irish/Scottish)	60%
Disability		
Barristers	No disability	91%
	Disability	6%
	No data	3%
Socioeconomic background		
Barristers	State school	44%
	Fee paying school	41%
	First generation to go to university (to study BA, BSc or higher)	42%
	Not the first generation to go to university (to study BA, BSc or higher)	52%
	Did not attend university	3%
	No data	3%
Caring responsibilities		
Barristers	Not a primary carer for a child or children under 18	91%
	Not an unpaid primary carer for someone with long term physical or mental health caused by disability or age	94%

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