

2023

EQUALITY & DIVERSITY SURVEY

42BR
BARRISTERS



42BR Barristers

Equality & Diversity Data 2023

In accordance with the Bar Standards Board Equality Rules, below is a summary of the diversity data for 42BR Barristers.

We audit our workforce data every three years; this data was collected in May 2023 and will be updated at the latest in May 2026.

For the purposes of this survey “workforce” includes self-employed barristers, pupils and employed staff.

Please note the following:

- The survey was conducted using the Model Diversity Data Questionnaire, found in the Supporting Information for the BSB Handbook Equality Rules which may be found [here](#).
- The questionnaire return rate for this survey was 82%. The results below reflect those who responded to the survey, and those who chose to opt out, which are reflected as 'prefer not to say'. As such, they may not accurately reflect the make-up of chambers as a whole. Some of those who responded to the questionnaire did not answer all of the questions, meaning the total number of data for each question may vary.
- 42BR's Diversity Data Policy and the Bar Standards Board requirements provide that data should not be published where there are fewer than ten individuals within a particular job category with the same characteristic unless each individual has specifically consented. In such circumstances, summary of the data is given in headline terms. In certain cases, data has been grouped in such a way as to facilitate its publication despite this restriction; for example, by grouping staff with members.

Data is collected in the following eight areas:

1. Age
2. Sex
3. Disability
4. Ethnicity
5. Religion or belief
6. Sexual orientation

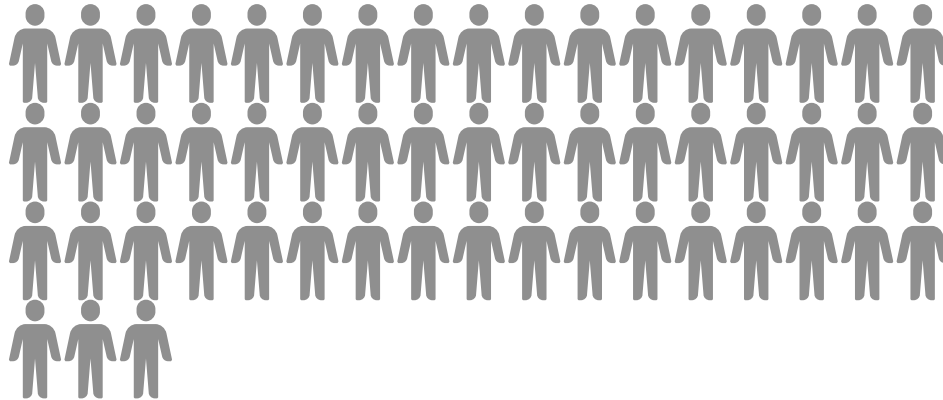
7. Socio-economic background:

- a. first generation to attend university
- b. school type
- c. entitlement to free school meals

8. Caring responsibilities:

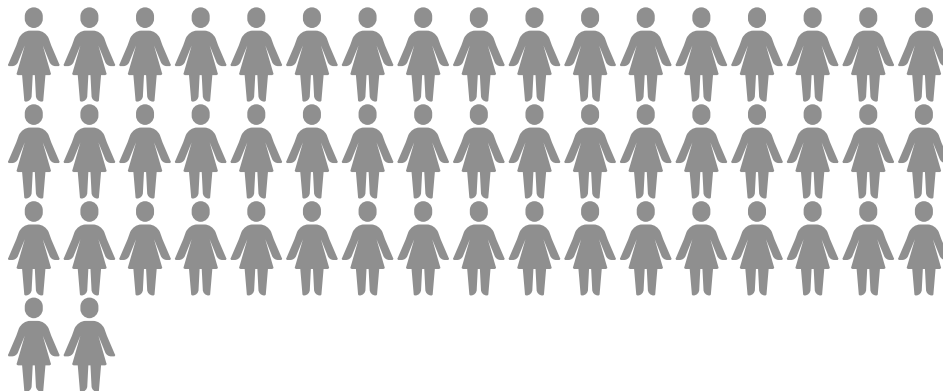
- a. child's primary carer
 - b. caring responsibilities: other
-

42BR's workforce



48.3% Male

57 people



45.7% Female

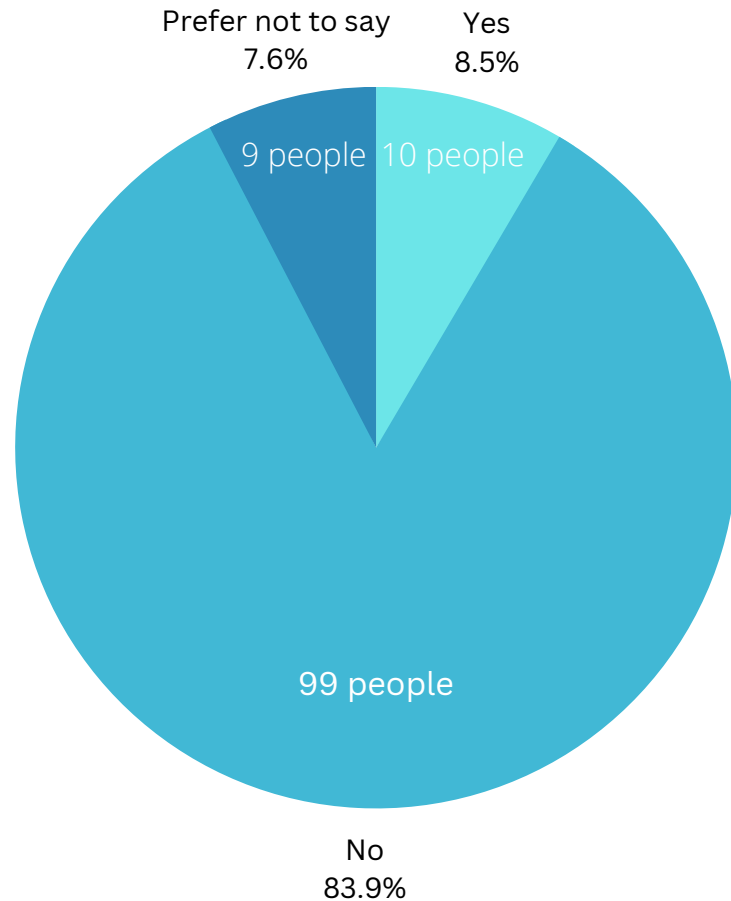
54 people



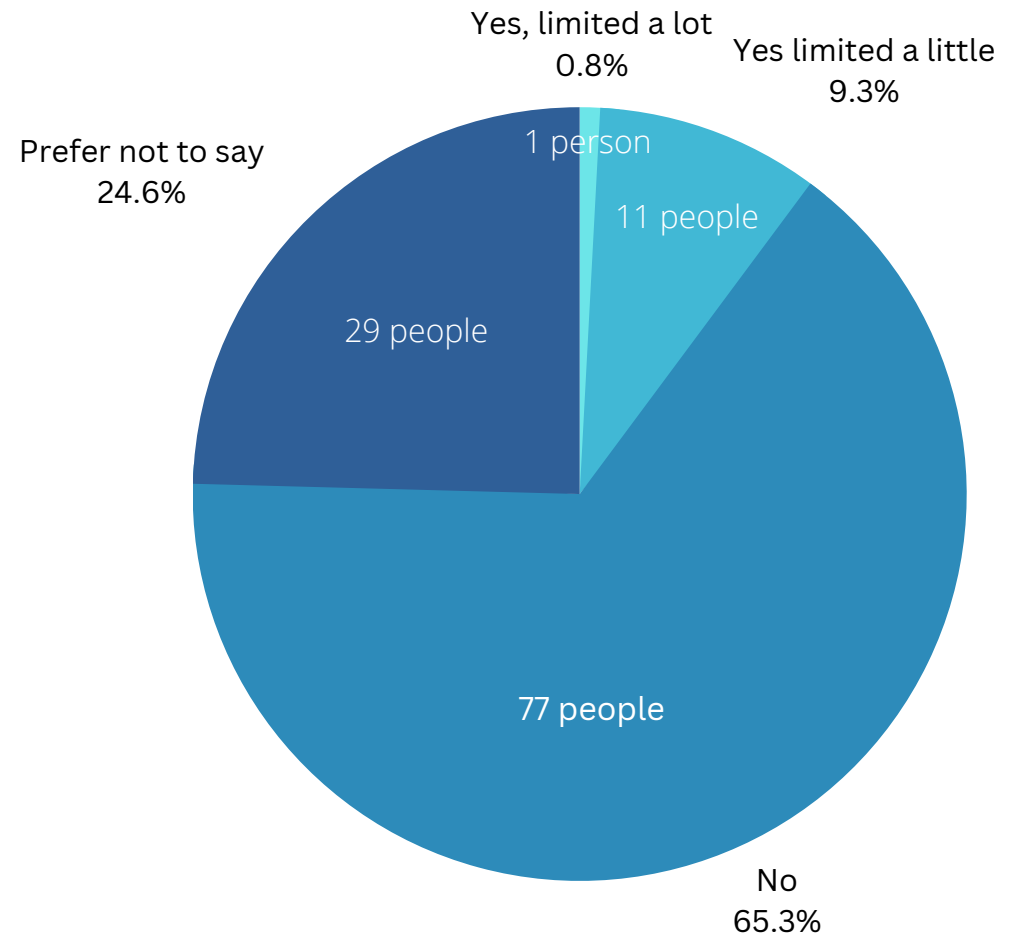
6% Prefer not to say

7 people

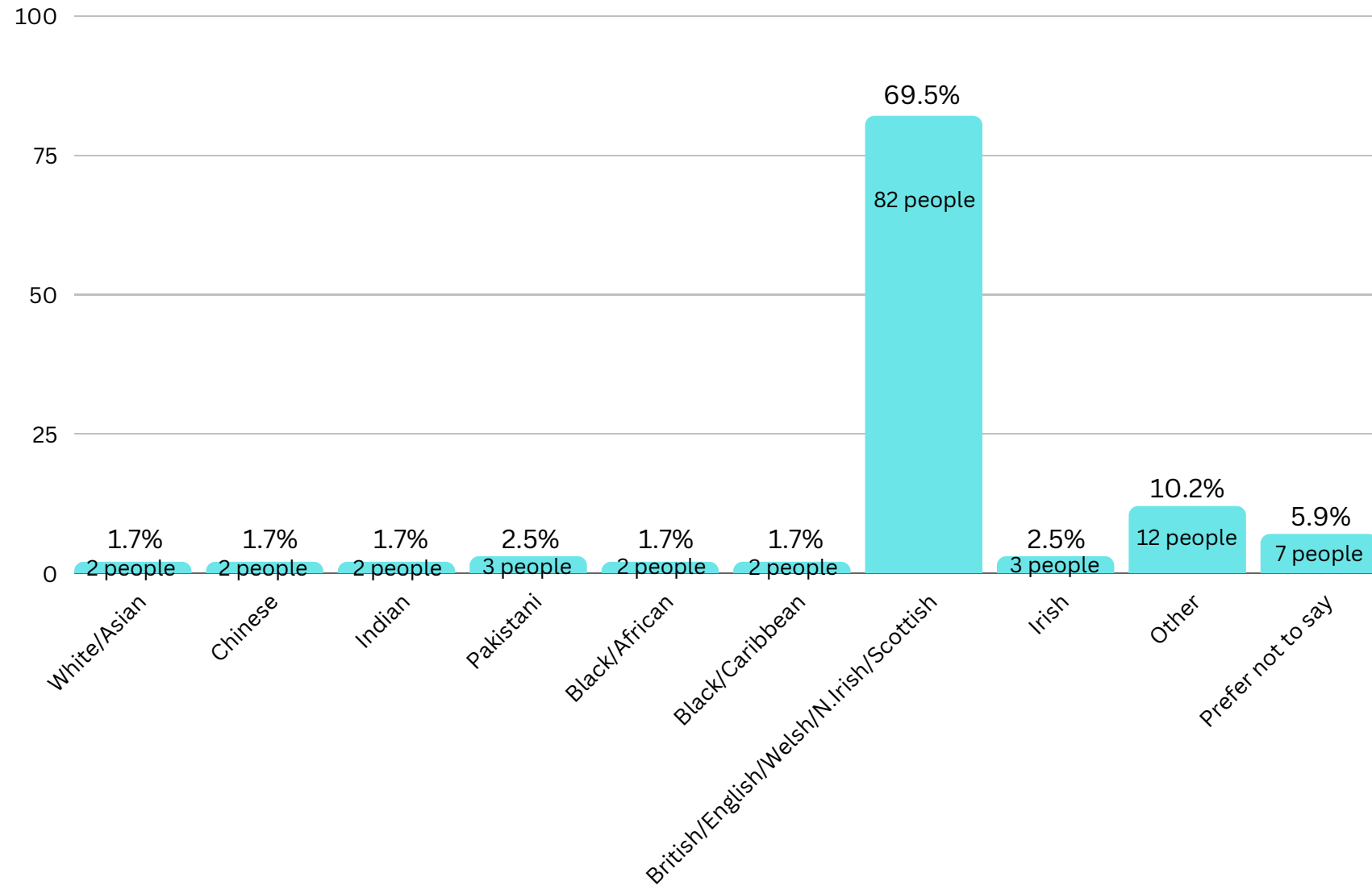
We asked our workforce if they consider themselves disabled.



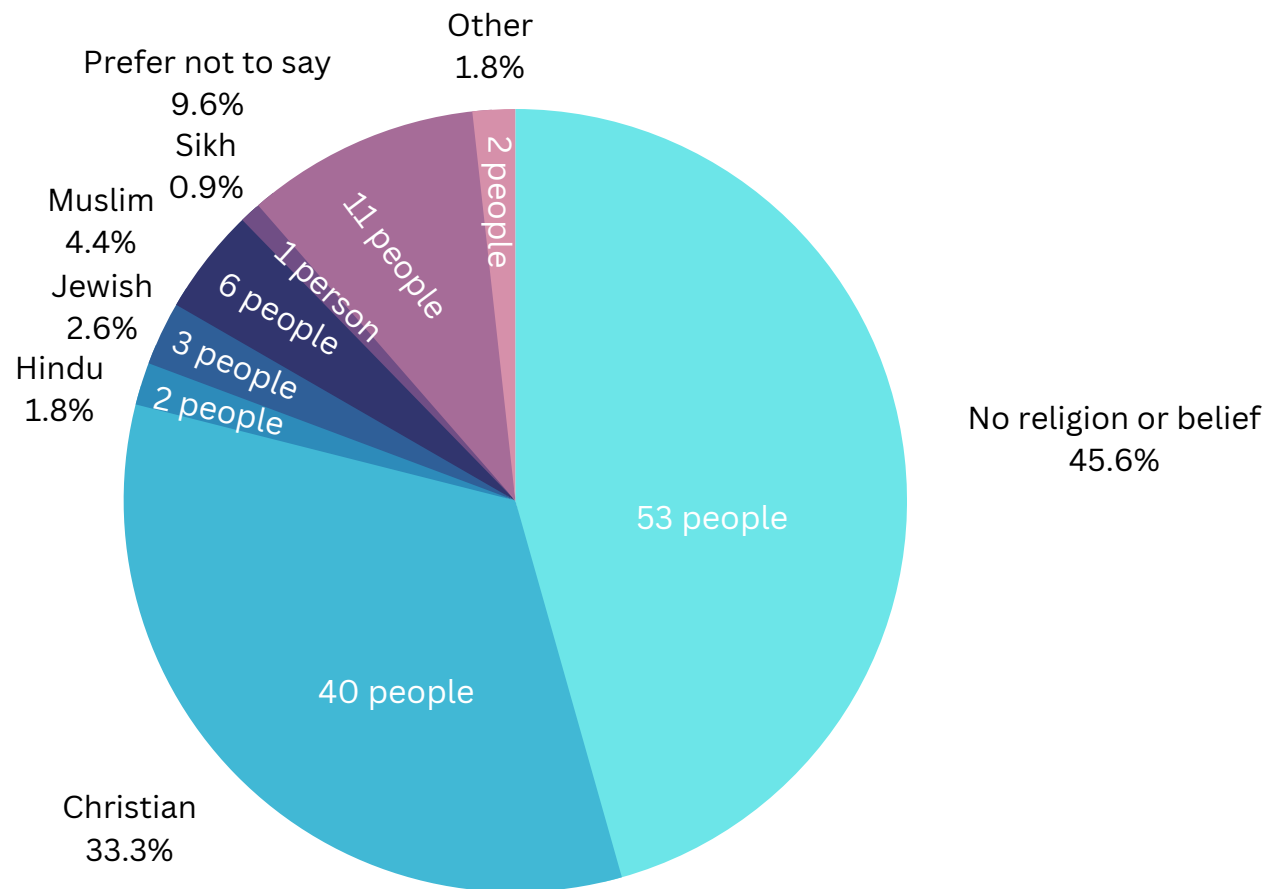
We also asked if they felt they were limited by a disability.



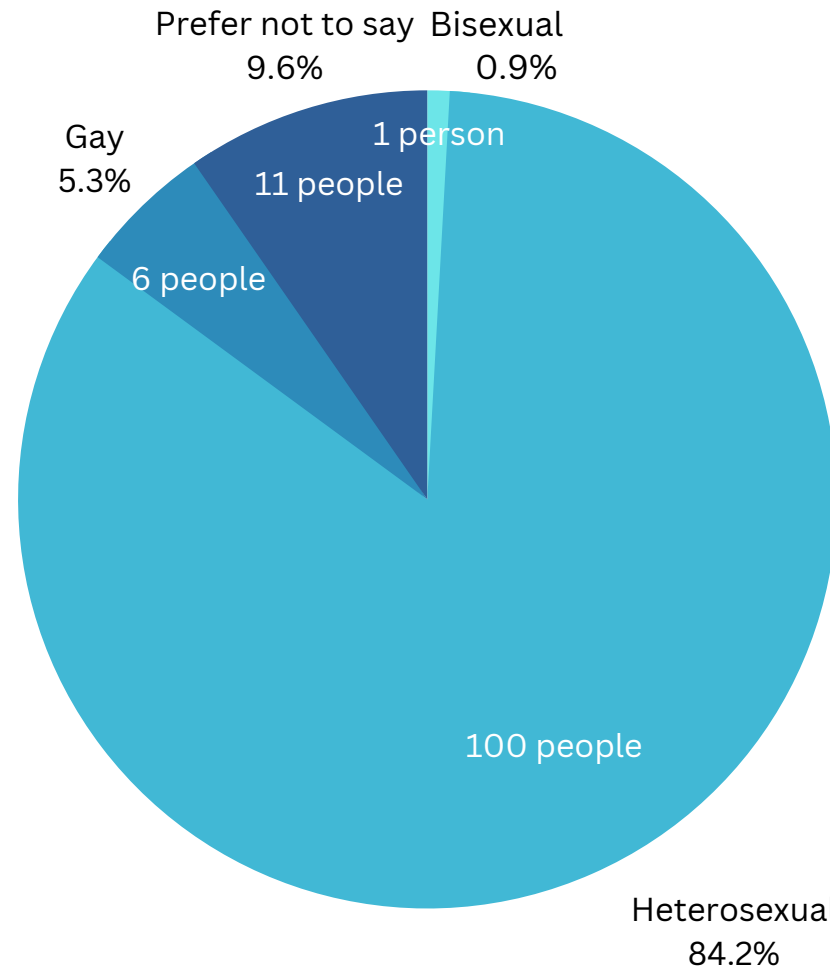
The ethnicities of 42BR



Religious beliefs at 42BR

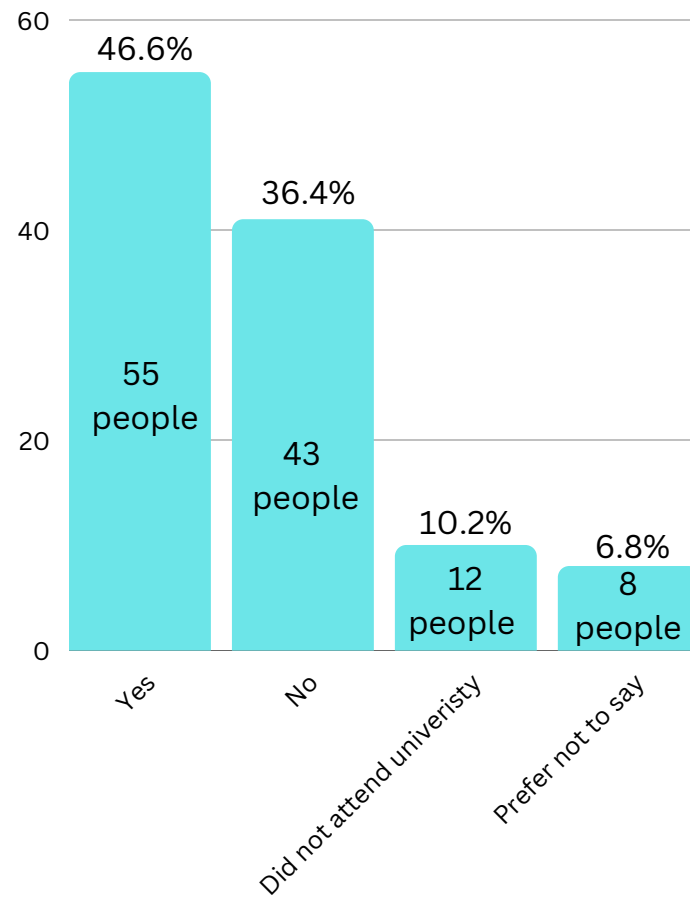


Out of the responses we received surrounding sexual orientation, the results showed:

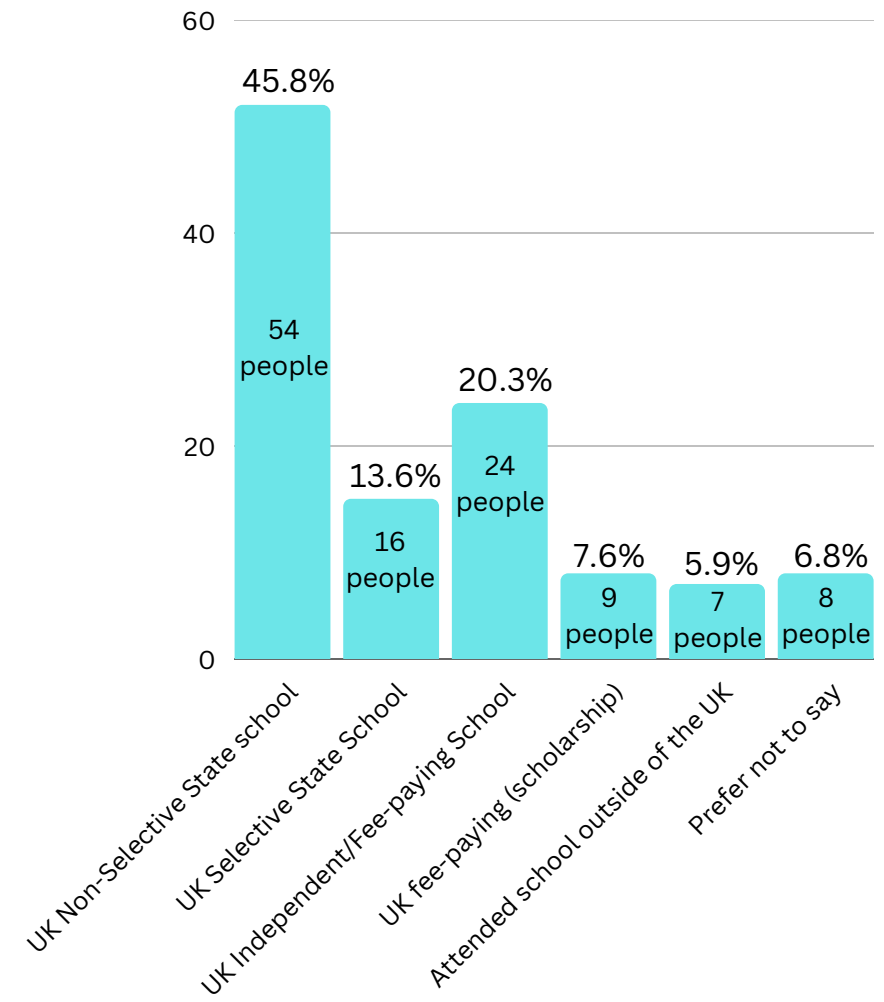


Social Economic Background

First generation to attend university

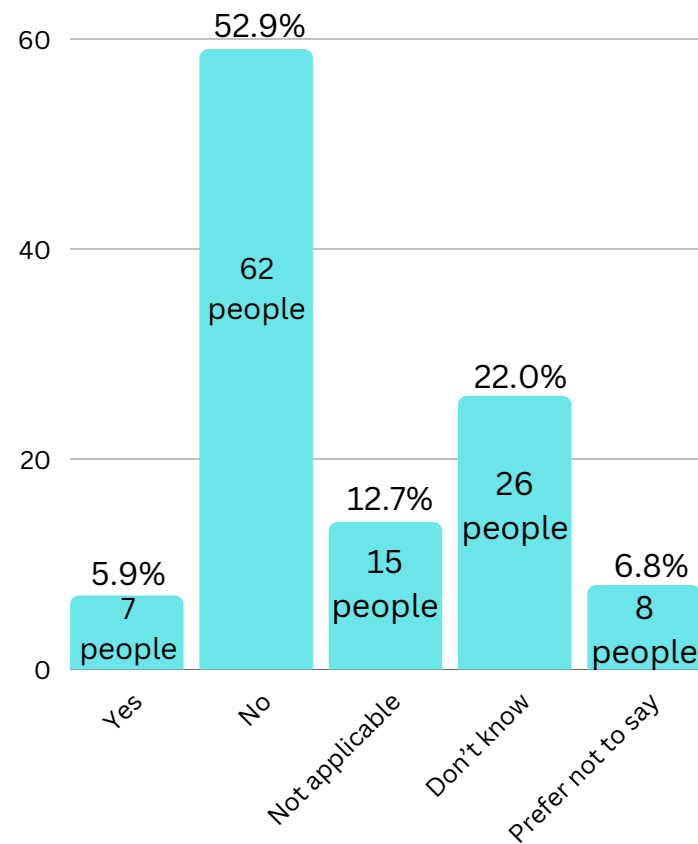


Range of schooling the workforce of 42BR received between the ages of 11-18.



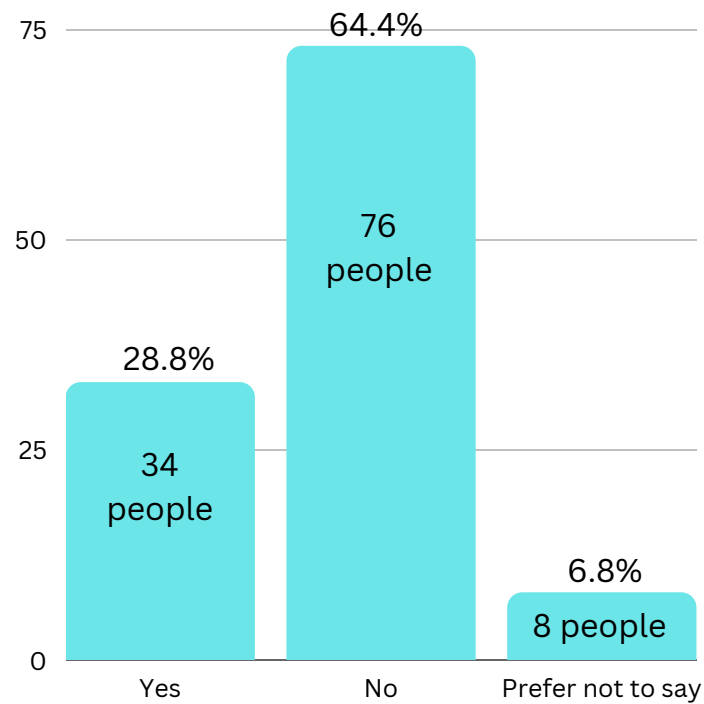
Social Economic Background Cont.

Eligibility for Free School Meals at any point during their school years (if finishing school after 1980)



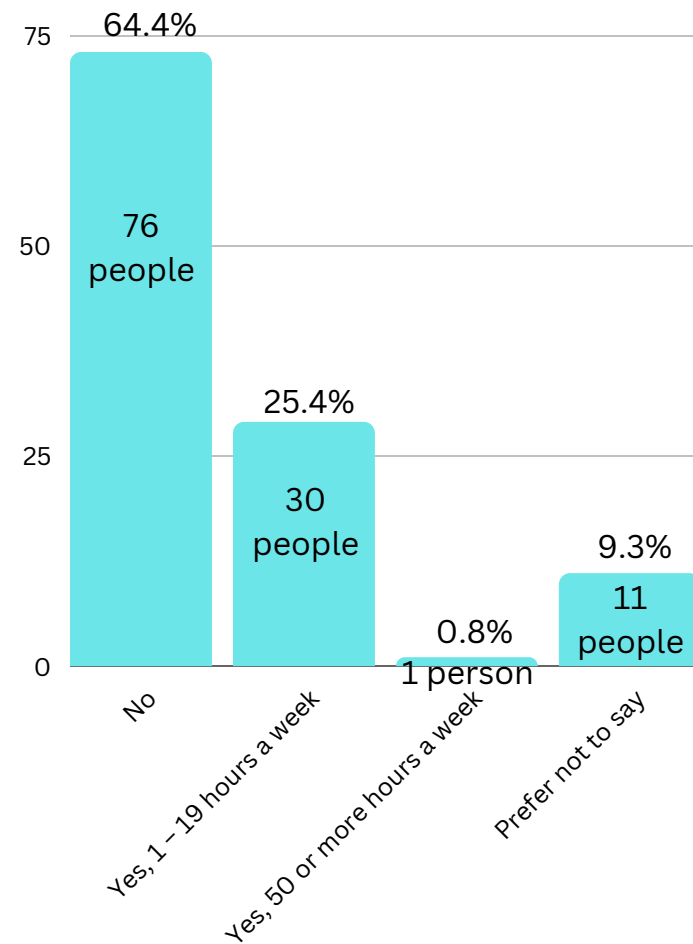
Caring responsibilities

Primary carer for a child or children under 18.



Caring responsibilities for individuals with :

- Long-term physical or mental ill-health / disability
- Problems related to old age



42BR is committed to creating an inclusive culture and addressing any inequality in all aspects of our business. It is our policy to ensure that no-one receives less favourable treatment (directly or indirectly) on the grounds of race, colour, nationality, ethnic or national origin, citizenship, sex, gender re-assignment, sexual orientation, marital status or civil partnership status, religion or belief, age or disability or pregnancy and maternity.

This commitment extends to our barristers, employees, pupils, applicants, professional and lay clients, suppliers and commercial partners. We adhere to the equality and diversity reporting requirements set out in the Code of Conduct for the Bar.

The data aforementioned in this document reflects the make up of 42BR's current workforce. We endeavour to implement initiatives and outreach programmes to further diversify our membership.

If you would like to learn more about any of our work on equality and diversity, please contact our Compliance, Equality and Diversity Manager, Georgia Bell on georgia.bell@42br.com.



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