

4 NEW SQUARE – DIVERSITY DATA – DECEMBER 2018

Please find below the Diversity Data collected in the second half of 2018 for the members of the workforce of 4 New Square. The collection and publication of the data has been in accordance with the relevant sections of the BSB Handbook, supplemented by the BSB's Equality & Diversity Rules.

The data is set out for three separate sections of the workforce: Silks (QCs), tenants (including door tenants) and pupils, and staff. In accordance with the BSB Handbook, there has been no publication of data in respect of the following two diversity characteristics: religion or belief; and, sexual orientation.

Approach to analysis of data

As at 31 December 2018, 4 New Square has a workforce of 126 persons, comprising 25 Silks, 57 junior barristers and 7 door tenants, 2 pupils and 35 staff members. Completed Diversity Data Questionnaires were received from 19 Silks, 35 tenants (including door tenants) & pupils, and 15 members of staff.

By way of summary of the above:

Workforce category	Silks	Tenants/Pupils	Staff Members	Total
No. in cohort	25	66	35	126
No. of Questionnaires completed and returned	19	35	15	69
% return by category	76%	53%	43%	55%

The data set out below is taken from the completed Questionnaires and the percentages are expressed by reference to the number of returned Questionnaires per workforce category (and not by reference to the total number of persons in that category). For example, for Silks, the percentages are calculated by reference to a cohort of 19 and not 25 persons.

References to:

- "PNS" are to those members who answered "Prefer not to say" in relation to any given diversity characteristic or who did not explicitly consent to the publication of their diversity data where there were fewer than 10 individuals identified against one or more characteristics and where this might result in identification of the member;
- "DNS" are to those members who did not provide any answer in relation to any given diversity characteristic;
- "-" means that there were no responding members having that diversity characteristic.

Data and analysis by diversity characteristic

(i) Age

Age	16-24	25-34	35-44	45-54	55-64	65+	PNS	DNS
Silks	-	-	-	10 (53%)	6 (31%)	3 (16%)	-	
Tenants/pupils	-	10 (29%)	18 (51%)	2 (6%)	1 (3%)	3 (8%)	-	1 (3%)
Staff	3 (20%)	3 (20%)	5 (33%)	4 (27%)	-	-	-	

(ii) Gender

Age	Male	Female	DNS
Silks	18 (95%)	1 (5%)	-
Tenants/pupils	27 (77%)	7 (20%)	1 (3%)
Staff	8 (53%)	7 (47%)	

(iii) Disability

Each member was first asked whether he/she considered himself/herself to have a disability according to the definition in the Equality Act 2010. The answers were:

	Yes	No	PNS	DNS
Silks	1 (5%)	17 (90%)	1 (5%)	-
Tenants/pupils	-	33 (94%)	1 (3%)	1 (3%)
Staff	-	15 (100%)	-	-

Each member was further asked whether his/her day-to-day activities were limited on account of a health problem or disability which had lasted, or was expected to last, at least 12 months. The answers were:

	Yes, a little	Yes, a lot	No	PNS	Did not state
Silks	1 (5%)	-	17 (90%)	1 (5%)	-
Tenants/pupils	-	-	31 (88%)	2 (6%)	2 (6%)
Staff	-	-	14 (93%)	1 (7%)	

(iv) *Ethnicity*

Ethnic Group	Asian/Asian British	Black/African /Caribbean/ Black British	Mixed	White	Other	PNS
Silks	-	-	1 (5%)	18 (95%)	-	-
Tenants/pupils	1 (3%)	-	2 (6%)	32 (91%)	-	-
Staff	-	-	-	14 (93%)	-	1 (7%)

(v) *Socio-economic background*

Each member was asked whether, if he/she went to University, he/she was part of the first generation of his/her family to do so. The answers were:

	Yes	No	Did not attend	PNS
Silks	8 (42%)	11 (58%)	-	-
Tenants/pupils	3 (86%)	32 (14%)	-	-
Staff	1 (7%)	2 (13%)	12 (80%)	-

Each member was further asked whether he/she mainly attended a state or fee-paying school between the ages of 11 and 18. The answers were:

	State	Independent	Non-UK	PNS
Silks	2 (10%)	17 (90%)	-	-
Tenants/pupils	11 (31%)	20 (57%)	2 (6%)	2 (6%)
Staff	12 (80%)	2 (13%)	1 (7%)	-

(vi) *Caring responsibilities*

Each member was asked whether he/she was a primary carer for a child or children under 18.

The answers were:

	Yes	No	PNS
Silks	4 (21%)	14 (74%)	1 (5%)
Tenants/pupils	7 (20%)	27 (77%)	1 (3%)
Staff	4 (27%)	11 (73%)	-

Each member was further asked whether he/she looked after, or gave any help or support to, family members, friends, neighbours or others because of their: long-term physical or mental ill-health/disability; or, problems related to old age. The answers were:

	No	Yes			PNS
		1-19 hrs	20-49 hrs	50+ hrs	
Silks	15 (79%)	3 (16%)	-	-	1 (5%)
Tenants/pupils	29 (83%)	6 (17%)	-	-	-
Staff	14 (93%)	1 (7%)	-	-	-