



SELBORNE CHAMBERS

Workforce Survey Diversity Data 2024

Selborne Chambers has carried out a survey in accordance with the Bar Standards Board Handbook Rule rC110.3.q. The Rules require Chambers to publish a summary of its diversity data monitoring exercise, carried out every three years.

Questionnaires were sent to all barristers, pupils and staff in November 2023 and the results were published in January 2024. Response is entirely voluntary. Approximately 97% of those receiving the questionnaires participated in the return. The data summarised below is based on responses received and may not reflect the position which could have applied if all those eligible to participate had chosen to do so.

Total response numbers vary between categories. Where fewer than 10 individuals were identified against a characteristic and one of those individuals did not expressly consent to the publication of their data in anonymous form in that scenario, that individual's data was removed before publication of the data for that characteristic and they do not count towards the 100% total for the row their data would have been in.



SELBORNE CHAMBERS

Age

	16-24	25-34	35-44	45-54	55-64	65 plus	Grand Total
KC	0%	0%	0%	14%	43%	43%	100%
Managers and Staff	36%	21%	0%	21%	14%	7%	100%
Member/Tenant	0%	27%	27%	30%	11%	5%	100%
Pupil/Other Barrister	0%	100%	0%	0%	0%	0%	100%
Grand Total	8%	26%	16%	25%	15%	10%	100%

Sex

	Female	Male	Grand Total
KC	0%	100%	100%
Managers and Staff	50%	50%	100%
Member/Tenant	19%	81%	100%
Pupil/Other Barrister	33%	67%	100%
Grand Total	25%	75%	100%



Disability

	No	Not completed yet	Prefer not to say	Yes	Grand Total
KC	100%	0%	0%	0%	100%
Managers and Staff	79%	7%	0%	14%	100%
Member/Tenant	95%	0%	0%	5%	100%
Pupil/Other Barrister	67%	0%	33%	0%	100%
Grand Total	90%	2%	2%	7%	100%



Ethnic group

	Asian/ Asian British - Bangl adesh i	Asian/ Asian British - Chines e	Asian/ Asian British - Indian	Black/ African/ Caribbea n/ Black British - African	Black/ African/ Caribbea n/ Black British - Caribbea n	Mixed/ multipl e ethnicit y - White and Chines e	Not yet complet ed	Prefer Not to Say	White - British/ English/ Welsh/ Northern Irish/ Scottish	White - Other	Grand Total
KC	14%	0%	0%	0%	0%	0%	14%	0%	43%	29%	100%
Managers and Staff	0%	0%	0%	0%	7%	0%	0%	0%	93%	0%	100%
Member/Tenan t	0%	3%	3%	0%	0%	3%	5%	3%	76%	8%	100%
Pupil/Other Barrister	0%	0%	0%	33%	0%	0%	0%	0%	67%	0%	100%
Grand Total	2%	2%	2%	2%	2%	2%	5%	2%	75%	8%	100%



Religion or belief

	Any religion other	Christian denominations)	(all	Jewish	Muslim	None	Prefer not to say	Grand Total
KC	0%	43%		29%	14%	14%	0%	100%
Managers and Staff	7%	43%		0%	0%	43%	7%	100%
Member/Tenant	0%	27%		5%	3%	59%	5%	100%
Pupil/Other Barrister	0%	0%		33%	33%	33%	0%	100%
Grand Total	2%	31%		8%	5%	49%	5%	100%

Sexual orientation

	Bisexual	Gay Man	Gay Woman / Lesbian	Heterosexual/Straight	Not yet completed	Grand Total
KC	0%	0%	0%	100%	0%	100%
Managers and Staff	0%	0%	0%	93%	7%	100%
Member/Tenant	3%	11%	0%	86%	0%	100%
Pupil/Other Barrister	33%	0%	0%	33%	33%	100%
Grand Total	3%	7%	0%	87%	3%	100%



University

	Did not attend University	Graduate, first gen	Graduate, not first gen	Not completed yet	Grand Total
KC	0%	71%	29%	0%	100%
Managers and Staff	79%	0%	21%	0%	100%
Member/Tenant	0%	32%	65%	3%	100%
Pupil/Other Barrister	0%	33%	67%	0%	100%
Grand Total	18%	30%	51%	2%	100%

School

	Non-UK School	Prefer not to say	UK Independent/Fee-Paying School	UK State School	Grand Total
KC	14%	0%	29%	57%	100%
Managers and Staff	0%	0%	14%	86%	100%
Member/Tenant	0%	3%	51%	46%	100%
Pupil/Other Barrister	33%	0%	67%	0%	100%
Grand Total	3%	2%	41%	54%	100%



Primary carer

	No	Yes	Grand Total
KC	86%	14%	100%
Managers and Staff	93%	7%	100%
Member/Tenant	54%	46%	100%
Pupil/Other Barrister	100%	0%	100%
Grand Total	69%	31%	100%



Care helper

	No	Prefer not to say	Yes, 1-19 hours a week	Yes, 20-49 hours a week	Yes, 50 or more hours a week	Grand Total
KC	86%	0%	14%	0%	0%	100%
Managers and Staff	86%	0%	14%	0%	0%	100%
Member/Tenant	81%	0%	14%	3%	3%	100%
Pupil/Other Barrister	67%	33%	0%	0%	0%	100%
Grand Total	82%	2%	13%	2%	2%	100%