



Diversity Data Report 2022 / 23

Introduction

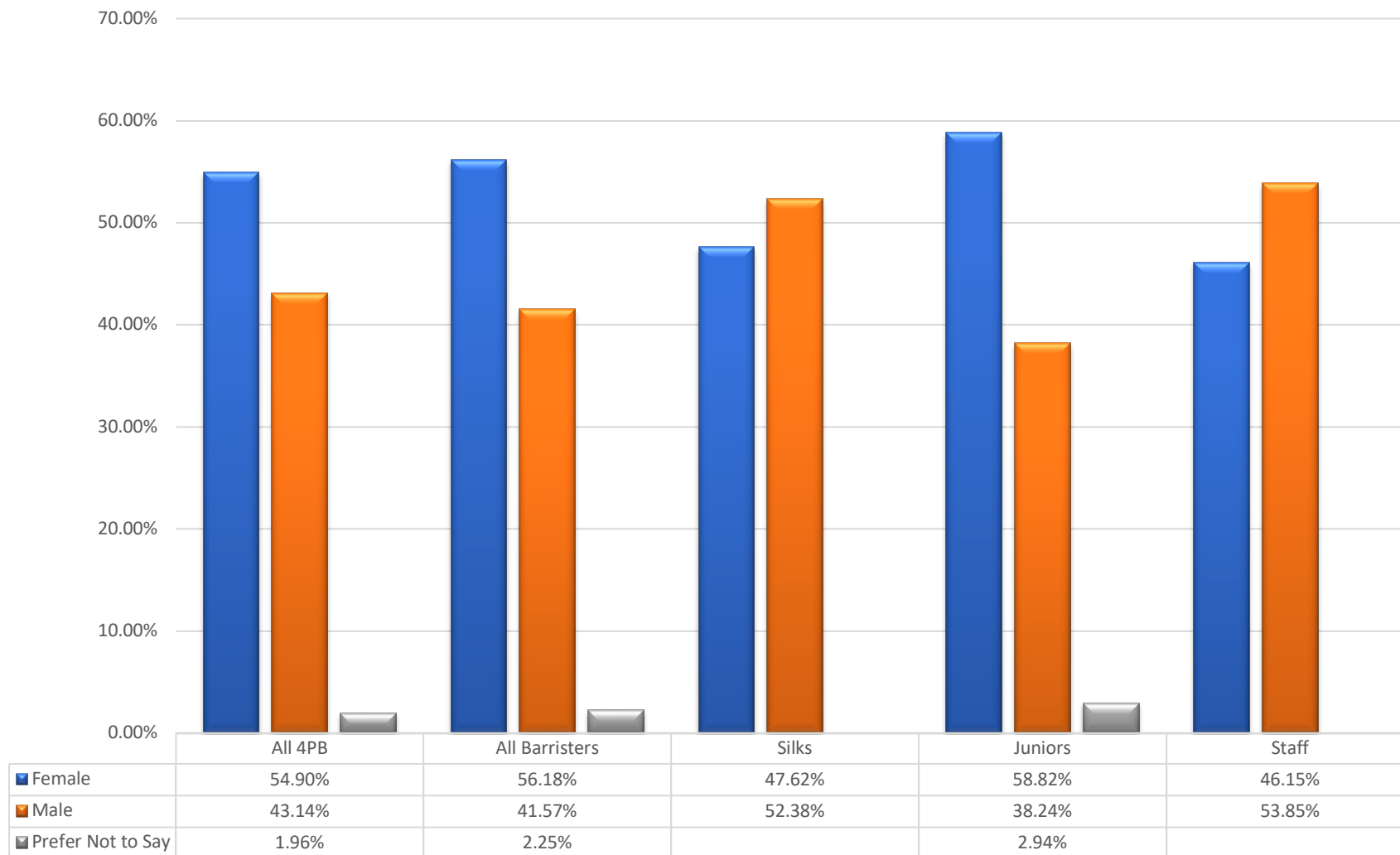
In accordance with the Bar Standards Board Equality Rules, below is a summary of the diversity data collected between August 2022 and March 2023 at 4PB.

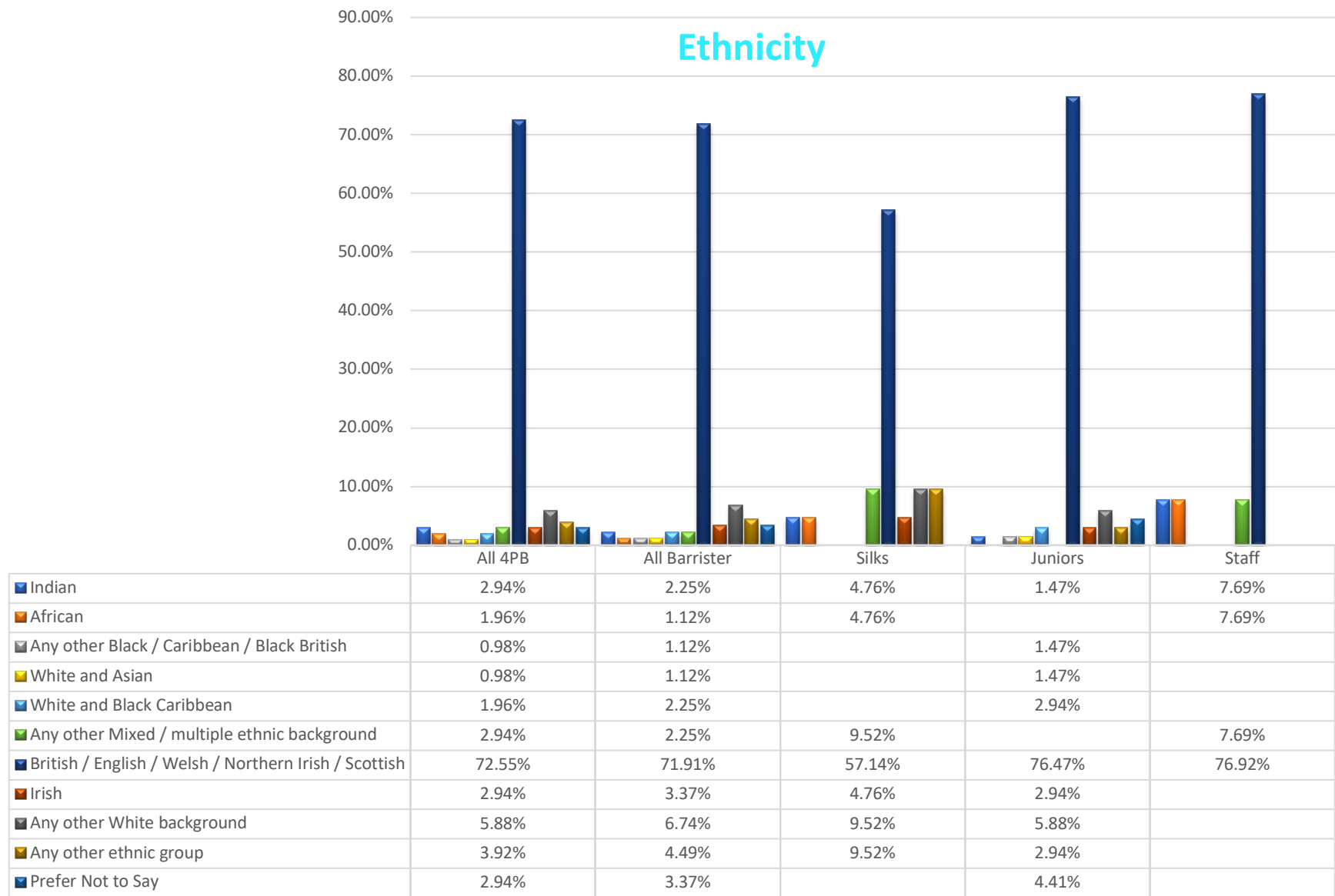
4PB collect data from our workforce every two years. As the collection of data presented in this report spanned over 2022 and 2023, it is proposed the next collection of data will be updated after our next collection process commences in 2024.

When reviewing the data reported, the following must be considered:

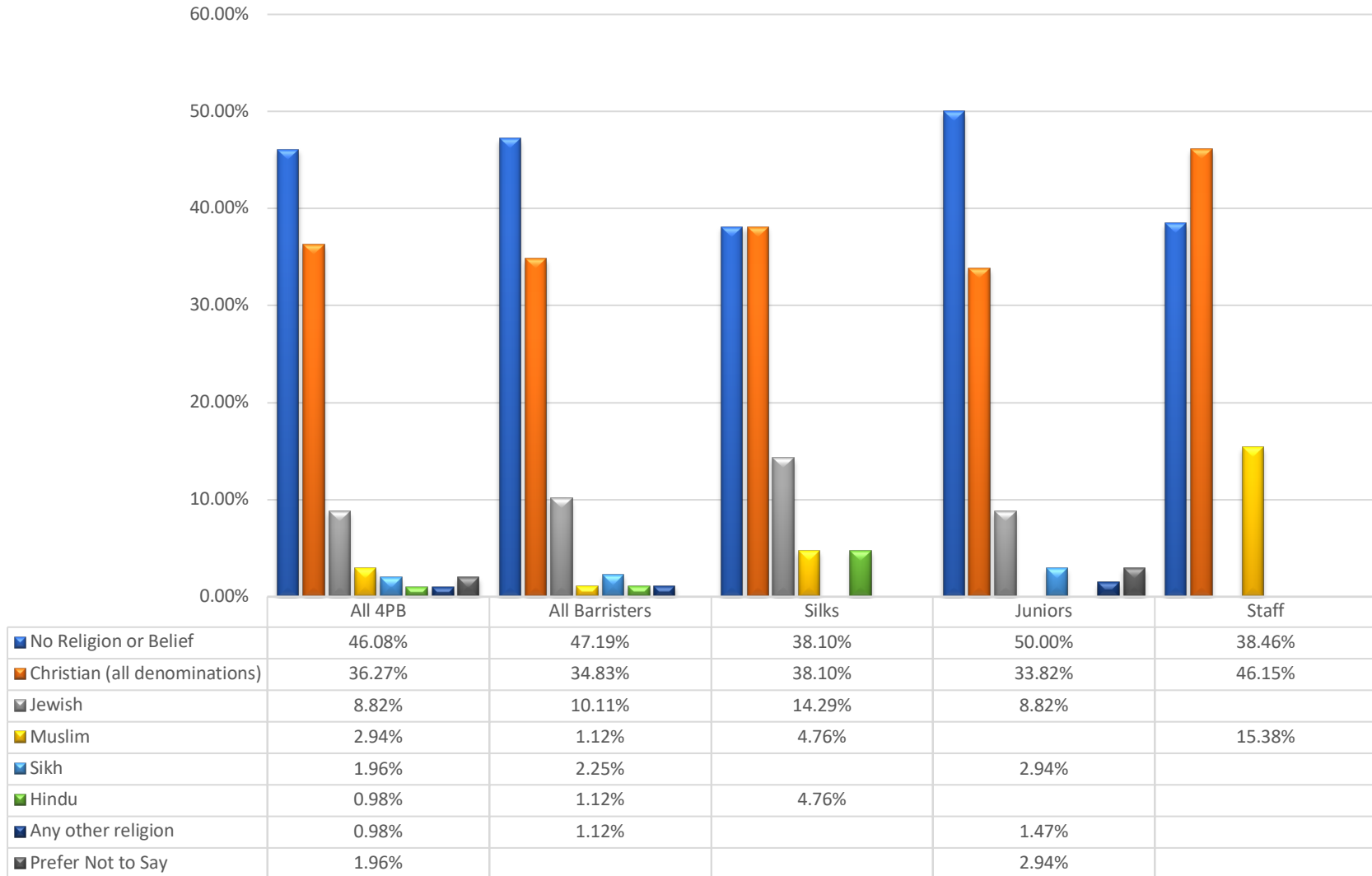
- Our return rate for responses to the diversity data questionnaire from the entire workforce of 4PB was 98.09%.
- The Data Diversity Policy and the Bar Standards Board requirements provide that data will not be published where fewer than ten individuals within a particular job category have the same relevant characteristics unless each such individual has consented.
- Our pupil group is fewer than 10. To avoid not publishing data collected for our pupils we have grouped together and presented the pupil data within the Juniors category.
- The data is divided into, **All 4PB, All Barristers, Silks, Juniors, and Staff.**
- Data has been collected and presented in this report in the following ten categories:
 1. Sex (page 3)
 2. Ethnicity (page 4)
 3. Religion Belief (page 5)
 4. Sexual Orientation (page 6)
 5. Disability (page 7)
 6. Age (page 8)
 7. Socio-economic background: First generation to attend university (page 9)
 8. Socio-economic background: State or fee-paying school (page 10)
 9. Caring responsibilities: Child's primary carer (page 11)
 10. Caring responsibilities: Other (page 12).

Sex

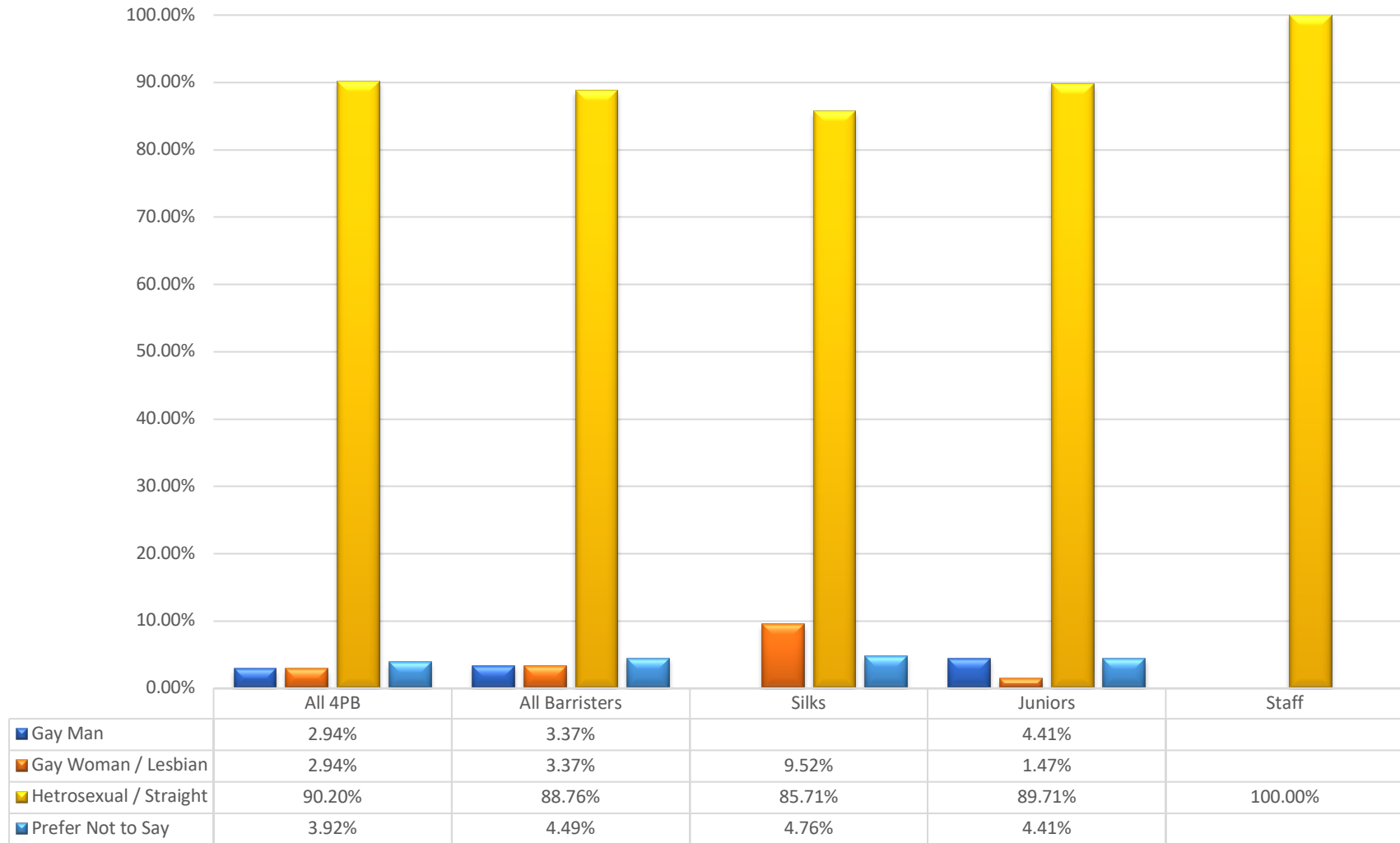




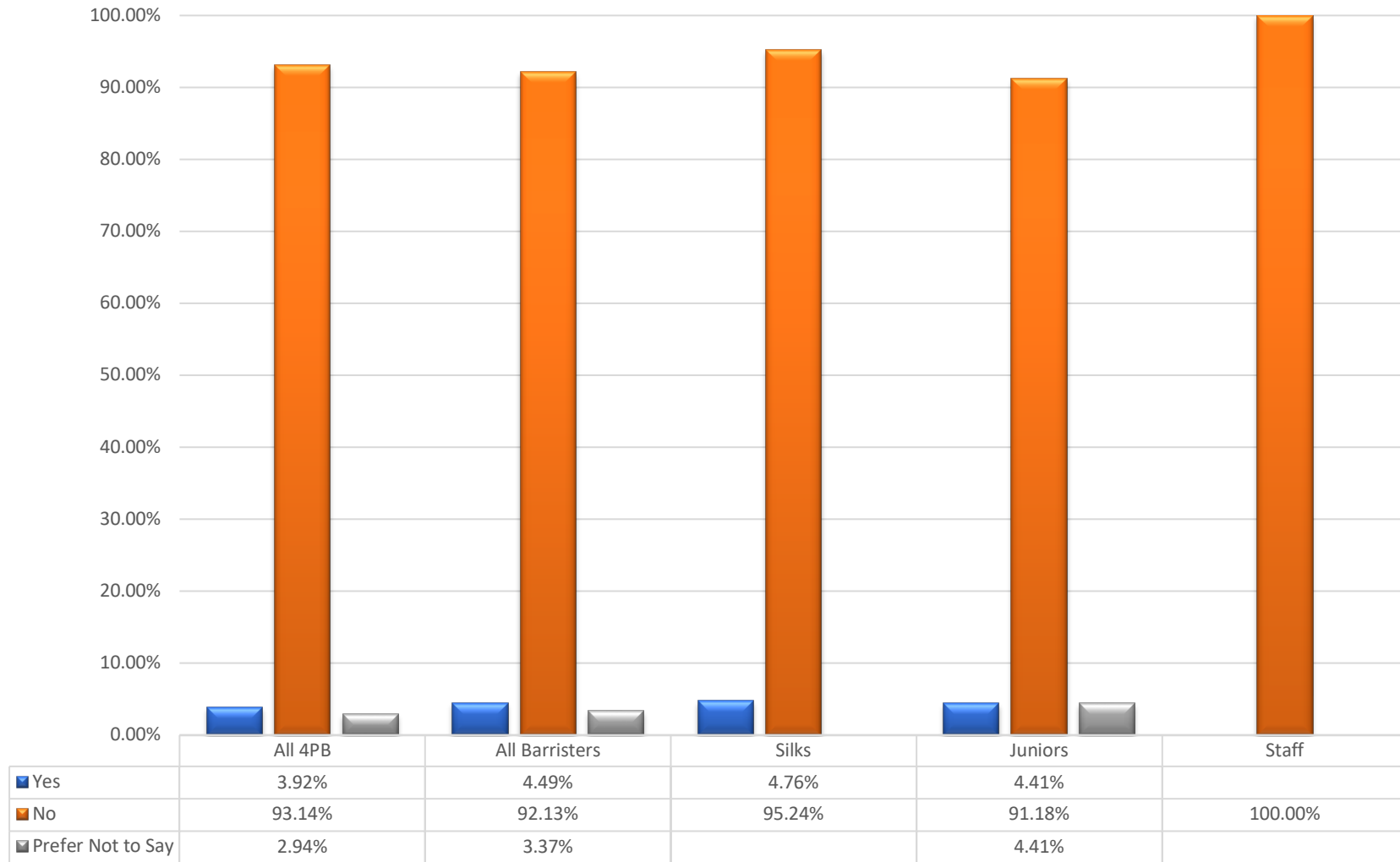
Religion / Belief



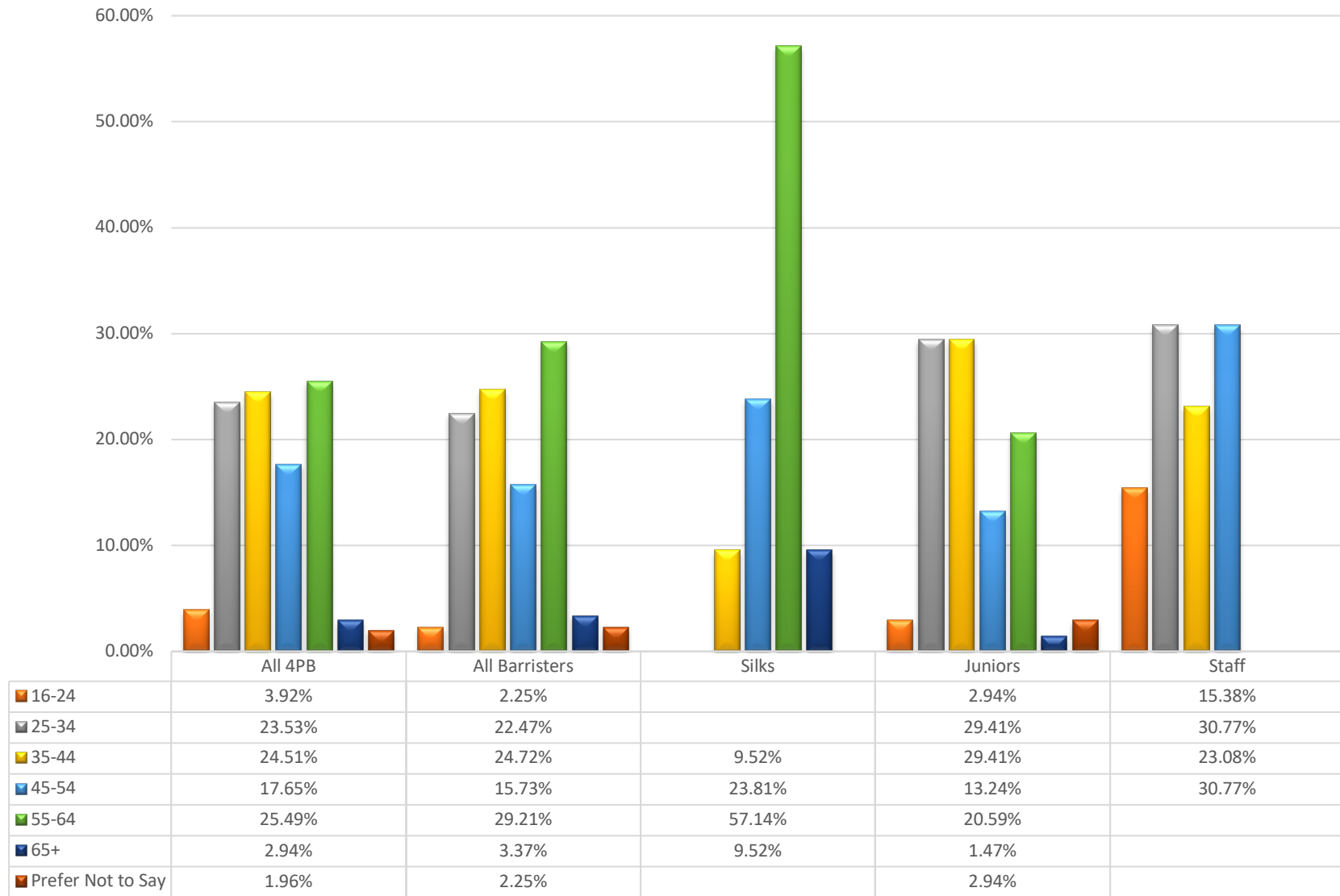
Sexual Orientation



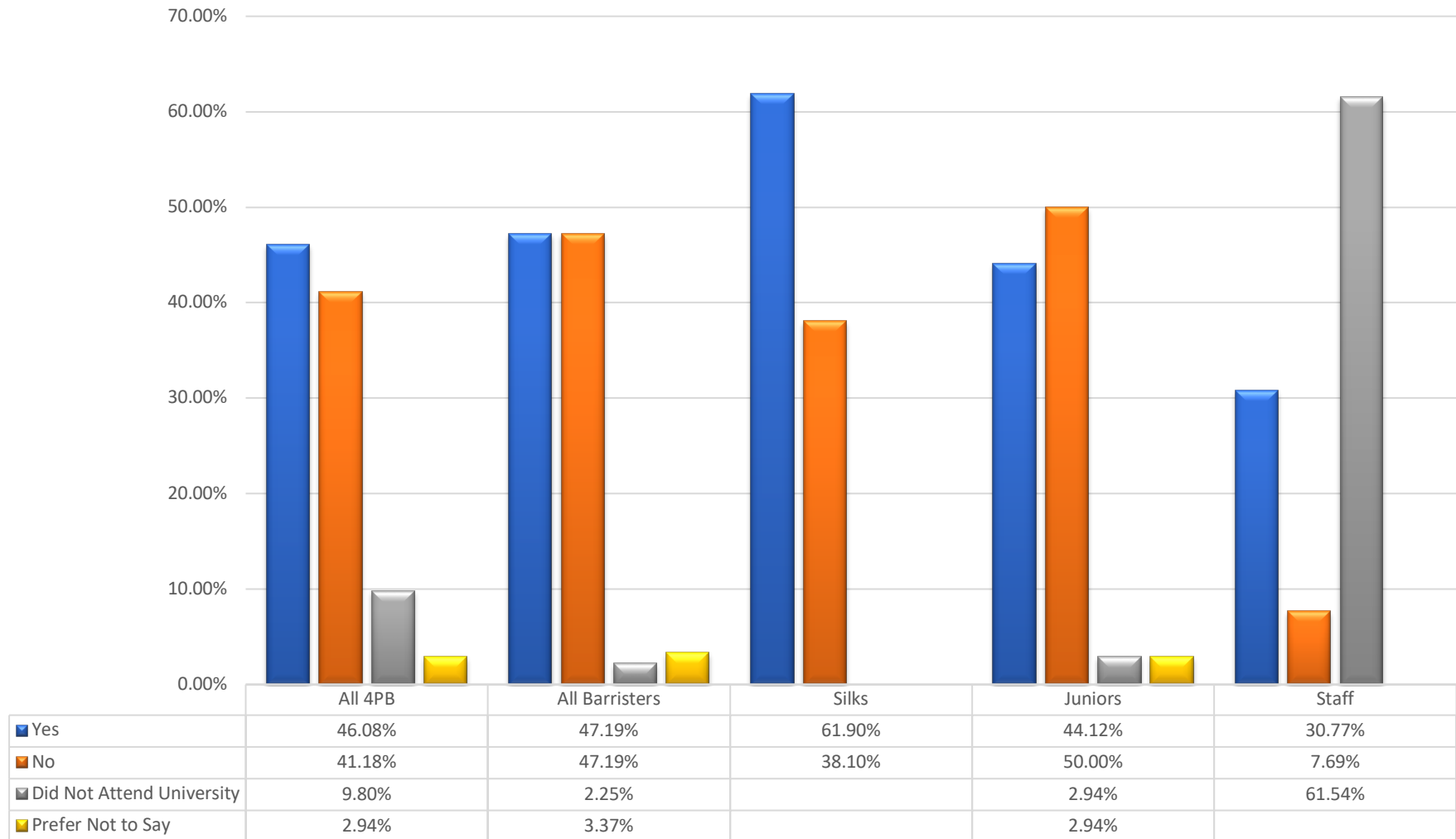
Disability



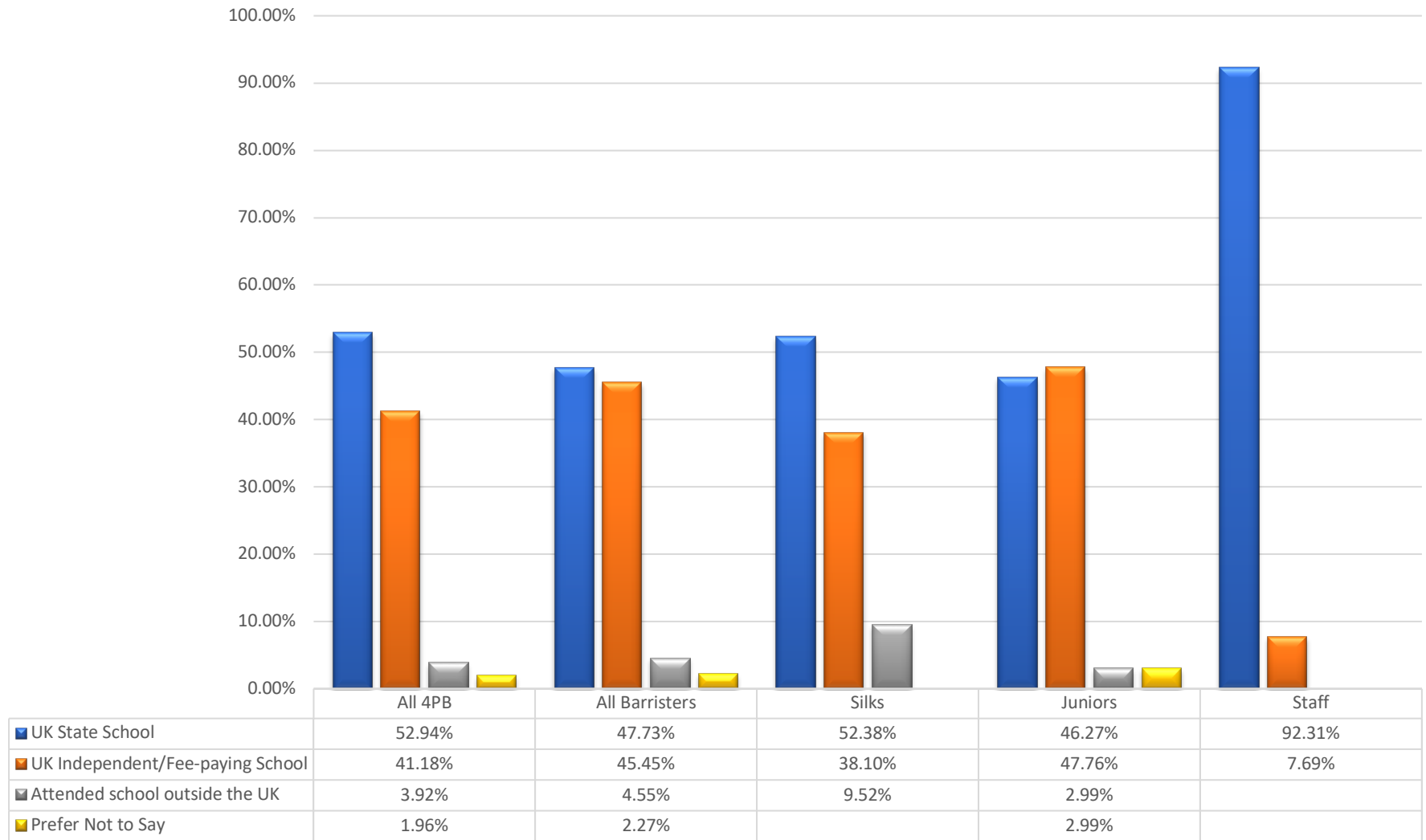
Age



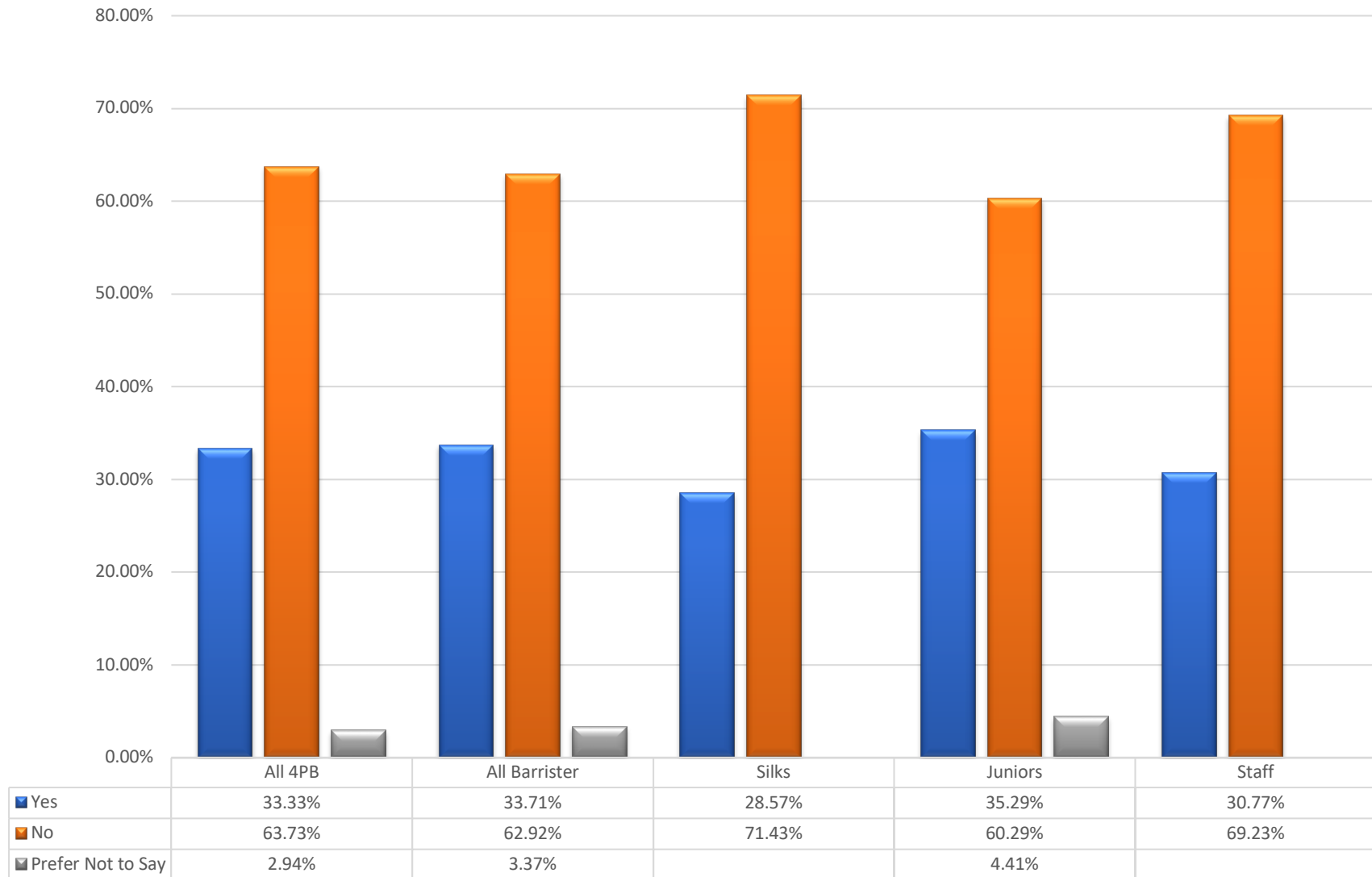
Socio Economic Background: First Generation to Attend University



Socio Economic Background: State or Fee Paying School



Caring: Primary Child Care



Caring: Other Caring Responsibilities

