

Drystone Chambers
Diversity Analysis, 2020

Drystone Chambers is committed to creating an inclusive, nurturing and diverse workplace in which everyone is treated equally. Our recruitment policies and systems are designed to ensure we attract and retain individuals without discrimination on grounds of colour, race, disability, age, religion, sex, gender identity, sexual orientation, or parental or other caring responsibilities.

A diversity survey was conducted in the autumn of 2020. The questions asked are set out at the end of this document. The voluntary survey was sent to all tenants and members of staff on 5th October 2020 (a total of 76 individuals). 67 tenants and 9 members of staff were asked to complete the survey. 21 individuals (27% of potential respondents) completed the survey.

The table below sets out the answers given by the respondents. The middle column contains the totals and (in parentheses) that total as a percentage of all respondents (21) providing a particular answer. The final column contains the number of responses for each answer as a percentage of all potential responses (76). The percentages are neither rounded up nor down. A narrative analysis is also included immediately below the table.

October 2020

Respondent Status	Total Answer for each Category and Percentage of all Responses	Number of Responses for each Answer as a Percentage of all Potential Responses
QC	3 (14%)	42%
Member/Tenant	18 (85%)	26%

Staff	0	
Respondent Share in Organisation		
Yes	3 (14%)	3%
No	16 (76%)	21%
'Prefer not to say'	2 (9%)	2%
Supervisory Responsibility		
Yes	7 (33%)	9%
No	14 (66%)	18%
Age		
35-44	5 (23%)	6%
45-55	7 (33%)	9%

55-64	5 (23%)	6%
65+	3 (14%)	3%
Gender		
Female	5 (23%)	6%
Male (one respondent did not answer this question)	15 (71%)	19%
Disability		
No Disability	19 (90%)	25%
Disability	0	
'Prefer not to say' (one did not answer this question)	1 (4%)	1%
Daily Activities Limited		

No	17 (80%)	22%
Yes, limited a little	1 (4%)	1%
Prefer not to say	1 (4%)	1%
Ethnicity		
White English/ Welsh/ Northern Irish/ Scottish (two ticked this box and 'Irish')	19 (90%)	25%
Pakistani	1 (4%)	1%
African (The single respondent also ticked 'Any other black, Caribbean, Black British Write In' but didn't 'Write in')	1 (4%)	1%
Religion		
No religion	9 (42%)	11%

Buddhist	1 (4%)	1%
Christian (all denominations)	8 (38%)	10%
Muslim	1 (4%)	1%
Any other	1 (4%) (This respondent wrote 'Atheist')	1%
Sexual Orientation		
Heterosexual/ straight	17 (80%)	22%
Prefer Not to say	4 (19%)	5%
University		
First generation of family to go to university	6 (28%)	7%
Not first generation of family to go to university	13 (61%)	17%

Preferred not to say	1 (4%)	1%
School		
Attended UK state school	10 (47%)	13%
Private fee-paying school	10 (47%)	13%
Prefer not to say	1 (4%)	1%
Caring Responsibility		
Primary carers for children under 18	5 (23%)	6%
Not primary carers for children under 18	16 (28%)	21%
No caring responsibility for family member	10 (47%)	13%
	8 (38%)	10%

Caring responsibility for family member between 1-19 hours per week		
Preferred not to say	2 (9%)	2%

Narrative Analysis

21 members (roughly 1/3 of the membership) completed the questionnaire (3 QCs and 18 tenants).

Some of the respondents did not answer all of the questions.

7 respondents had supervisory responsibilities over either staff or other lawyers; the remaining 14 did not.

5 respondents were between the ages of 35 and 44. 7 respondents were between the ages of 45 and 54. 5 respondents were between the ages of 55 and 64. 3 were over the age of 65.

15 respondents were male and five were female. 1 did not answer the question.

None of the respondents stated that they had a disability. 19 stated that they had no disability. 1 preferred not to say and 1 did not answer. 17 stated that their daily activities were not limited at all by any health problem or disability expected to last 12 months or more. 1 stated that their daily activities were 'limited a little' and 1 preferred not to say.

All respondents save 2 stated they were 'white'. 1 stated that they were 'African' and 1 'Pakistani'.

9 respondents stated that they had 'No religion'; 1 stated their religion was 'Buddhist'; 8 answered 'Christian'; 1 answered 'Muslim'; one answered 'any other' and wrote 'Atheist' and one preferred not to say.

All respondents stated they were heterosexual apart from 4 who preferred not to say.

All respondents had been to university. 6 were the first generation of their family to go to university and 13 were not. 1 respondent preferred not to say.

10 respondents went to UK state schools. 10 respondents went to private/fee paying school. 1 preferred not to say.

5 respondents were primary carers for children under 18; 16 were not. 10 did not have any caring responsibility for a family member. 8 cared for a family member for between 1 and 19 hours per week. 2 preferred not to say.

The Survey Questions

1. About you

- (a) If you are an authorised person¹ for the purposes of the Legal Services Act 2007 (i.e. you hold a practising certificate issued by one of the approved regulators), please indicate your professional qualification(s) and role (tick all that apply if you are dual qualified and have a current practising certificate from more than one approved regulator):

¹ The definition of an "authorised person" is set out in the Legal Services Act 2007, Section 18(1). For the purposes of this Act "authorised person", in relation to an activity ("the relevant activity") which is a reserved legal activity, means – (a) a person who is authorised to carry on the relevant activity by a relevant approved regulator in relation to the relevant activity (other than by virtue of a licence under Part 5), or (b) a licensable body which, by virtue of such a licence, is authorised to carry on the relevant activity by a licensing authority in relation to the reserved legal activity.

		✓
Barrister	QC	
	Tenant / Member	
	Other (incl Pupil)	
Prefer not to say		

(b) If you do not fall into any of the categories listed above, please indicate which of the following categories best fits your role:

	✓
Any other fee earning role (e.g. trainee solicitor, legal executive (not Fellow), paralegal)	
Any role directly supporting a fee earner (e.g. legal secretary, administrator, barristers clerk, practice manager, legal assistant, paralegal)	
A managerial role (e.g. Director / non-lawyer Partner / Chief Executive / Practice Director or similar, Head of Legal Practice (HoLP) / Head of Finance & Administration (HoFA) or similar)	
An IT / HR /other corporate services role	
Prefer not to say	

2. Your role in your organisation

Please note that this question applies to self-employed as well as employed persons.

(a) Do you have a share in the ownership of your organisation (e.g. equity partner, shareholder)?

	✓
Yes	
No	
Prefer not to say	

(b) Do you have responsibility for supervising or managing the work of lawyers or other employees?

	✓
Yes	
No	
Prefer not to say	

3. Age

From the list of age bands below, please indicate the category that includes your current age in years:

	✓
16 – 24	
25 – 34	
35 – 44	
45 – 54	
55 – 64	
65+	
Prefer not to say	

4. Gender

What is your gender?

	✓
Male	
Female	
Prefer not to say	

5. Disability

The Equality Act 2010 generally defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person’s ability to carry out normal day-to-day activities.

(a) Do you consider yourself to have a disability according to the definition in the Equality Act?

	✓
Yes	
No	
Prefer not to say	

(b) Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?

	✓
Yes, limited a lot	
Yes, limited a little	
No	
Prefer not to say	

6. Ethnic Group

What is your ethnic group?

Asian / Asian British

	✓
Bangladeshi	
Chinese	
Indian	
Pakistani	
Any other Asian background (write in)	

Black / African / Caribbean / Black British

	✓
African	
Caribbean	
Any other Black / Caribbean / Black British (write in)	

Mixed / multiple ethnic groups

	✓
White and Asian	
White and Black African	
White and Black Caribbean	
White and Chinese	
Any other Mixed / multiple ethnic background (write in)	

White

	✓
British / English / Welsh / Northern Irish / Scottish	
Irish	
Gypsy or Irish Traveller	
Any other White background (write in)	

Other ethnic group

	✓
Arab	
Any other ethnic group (write in)	

Prefer not to say

	✓
Prefer not to say	

7. Religion or belief

What is your religion or belief?

	✓
No religion or belief	

Buddhist	
Christian (all denominations)	
Hindu	
Jewish	
Muslim	
Sikh	
Any other religion (write in)	
Prefer not to say	

8. Sexual orientation

What is your sexual orientation?

	✓
Bisexual	
Gay man	
Gay woman / lesbian	
Heterosexual / straight	
Other	
Prefer not to say	

9. Socio-economic background

(a) If you went to University (to study a BA, BSc course or higher), were you part of the first generation of your family to do so?

	✓
Yes	
No	
Did not attend University	
Prefer not to say	

(b) Did you mainly attend a state or fee paying school between the ages 11 – 18?

	✓
UK State School	
UK Independent / Fee-paying School	
Attended school outside the UK	
Prefer not to say	

10. Caring responsibilities

(a) Are you a primary carer for a child or children under 18?

	✓
Yes	
No	
Prefer not to say	

(b) Do you look after, or give any help or support to family members, friends, neighbours or others because of either:

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

(Do not count anything you do as part of your paid employment)

	✓
No	
Yes, 1 – 19 hours a week	
Yes, 20 – 49 hours a week	
Yes, 50 or more hours a week	
Prefer not to say	