



Civitas Law Diversity Data

Introduction

Civitas Law's workforce was surveyed at the end of October 2020, immediately prior to the fire break coming into force in Wales. The unprecedented changes arising due to the pandemic have required Chambers to consider particularly how to assist those who are most vulnerable – both in terms of risk from the Virus itself and those who have and will suffer due to the financial impact the crisis has caused. It is therefore anticipated that the data from this survey will be of great assistance in moving forward.

At the time of the survey, the element of Chambers' workforce identifying in a role other than "Barrister" was 5 or less. Given the size of the group, it was not considered appropriate to give particular breakdowns of each particular characteristic for the non barrister group. A summary has therefore been prepared as set out below. There were no pupils at the time of the survey, nor any QCs. Door Tenants have not been included in the survey as it was considered that this may replicate data produced by their primary set. As a result, the number of barristers invited to be surveyed was 25 or less. In those circumstances, there was a risk that if the data from the whole workforce were analysed together, it would be possible to identify which characteristics belonged to the barristers analysis and which belonged to the non- barrister analysis. This was felt to be inappropriate and therefore the two groups have been considered separately.

The data in respect of barristers has been compared to that produced by the Bar Standards Board in their report "Diversity at the Bar 2019" Published January 2020¹ ("the Report.") We have also considered the data produced specifically in relation to self employed practitioners- referred to as the "BSB Stats".² Given the size of Chambers, we have not broken the analysis down further across protected characteristics as it was felt this would not be beneficial.

The survey was undertaken using the model Equality and Diversity Monitoring Form.

It will be noted that Civitas' success in supporting a workforce who have caring responsibilities is readily apparent from the data analysis. This is attributed to a flexible working ethos in Chambers which has produced a flexible Chambers

¹ <https://www.barstandardsboard.org.uk/uploads/assets/912f7278-48fc-46df-893503eb729598b8/28f8fbfa-3624-4402-9c8f83af837a1e60/Diversity-at-the-Bar-2019.pdf>

² <https://www.barstandardsboard.org.uk/news-publications/research-and-statistics/statistics-about-the-bar/practising-barristers.html>

structure and a positive attitude in the workforce towards promoting the work/life balance chosen by individuals rather than a set or limited options imposed by Chambers itself.

Non-Barristers

The response rate (ie those returning completed surveys) was high.

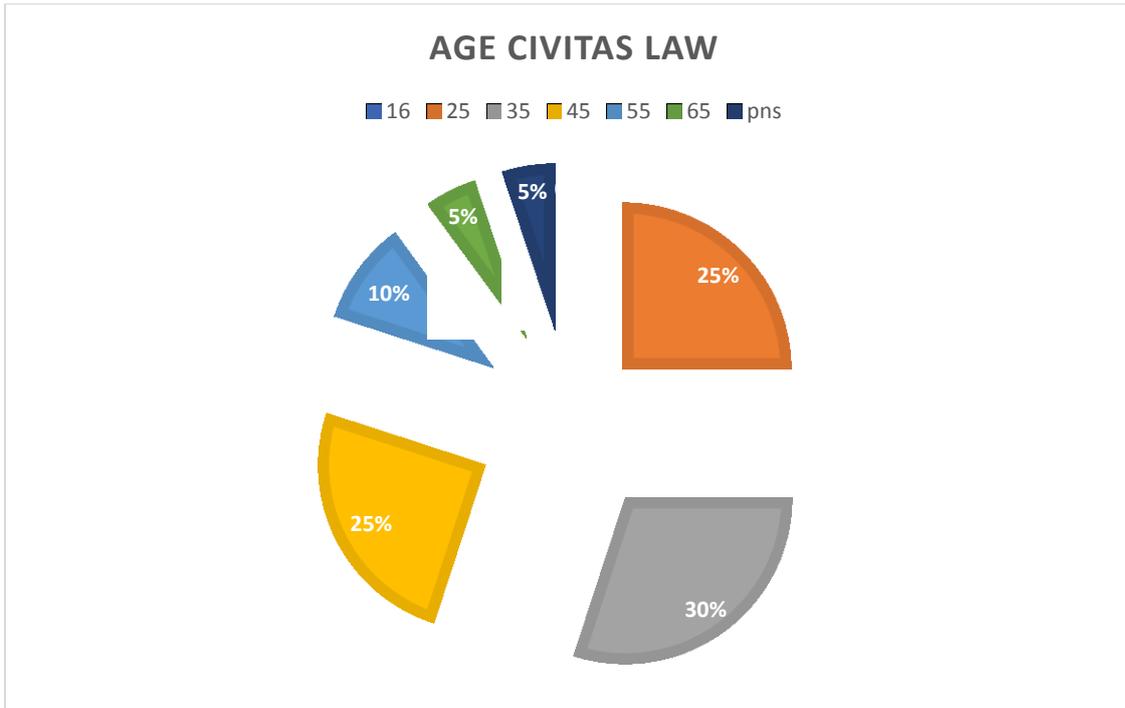
The “Non-Barristers” category was fairly evenly split in respect of gender. The majority identified as White. With regard to age, there were no entries in the first three age categories on the form. The data received in respect of disability was lower than expected. Many in this category undertook caring responsibilities for another. The majority of responses in this category indicated that they had attended state school, and that where a respondent had attended University, they were the first generation in their family to do so.

In considering the data, there are many positives in the fields of age, caring responsibilities and education. In respect of age, this has been impacted by recent changes in Chambers’ workforce – it had been anticipated that a recruitment drive would have taken place but in fact did not occur due to the pandemic. The future recruitment process can be informed by the results of this survey. The low results in respect of disability are thought in part to arise due to the way in which the question is put and perhaps a need to further expand on why Chambers needs the information. Investigation needs to take place as to whether the low self-identification in respect of disability has impacted on requests for reasonable adjustments. Chambers will also consider whether the structure of Chambers’ building is detrimental in the forthcoming recruitment process.

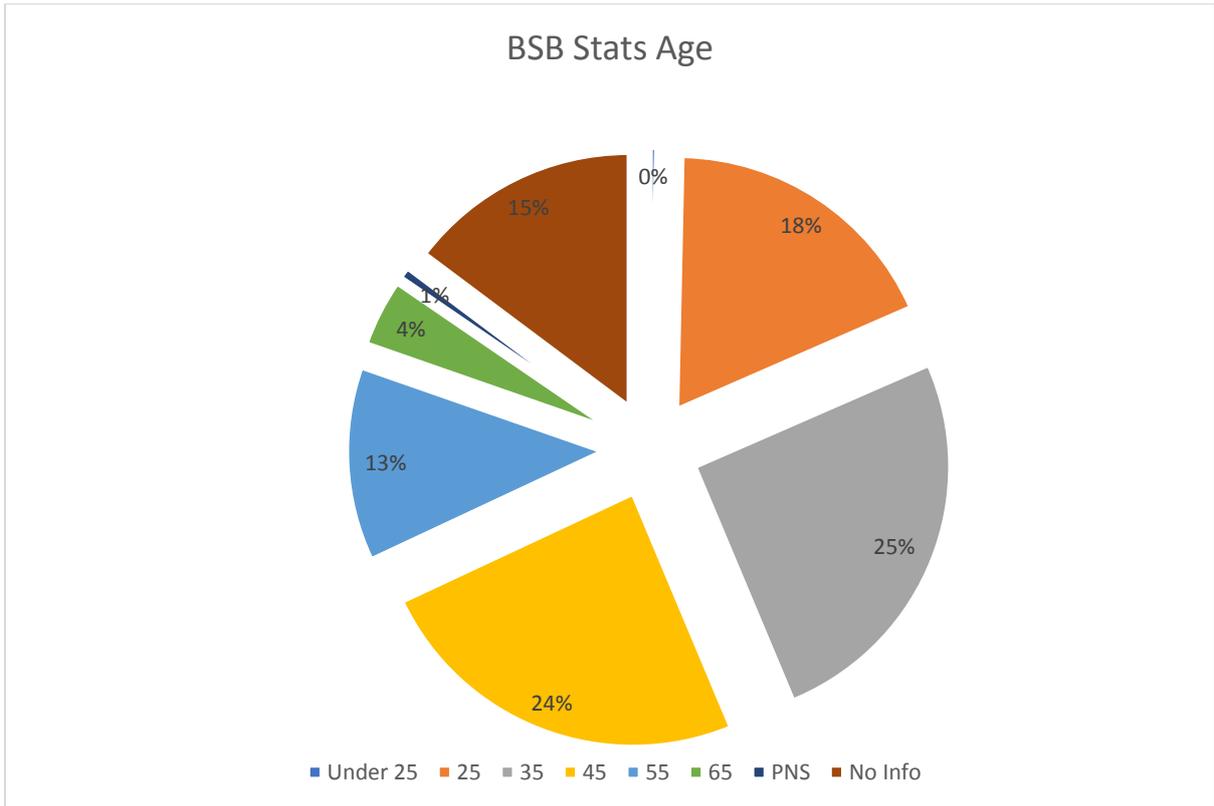
Barristers

The return rate for completed surveys was over 85% in the Barrister category. This was considered to be positive, in terms that it was apparent that Barristers understood that they were not obligated to return the survey whilst achieving a sufficiently high rate so as to be representative. It is further correct to note that the survey was taken at a time when many Barristers were receiving an abundance of communications in relation to changes arising from the pandemic. There is a possibility that survey fatigue may be impacting upon barristers but it is pleasing that, despite this, the Civitas Law survey resulted in an 85% response rate and may be seen as a positive indicator in itself of the way in which members diverse characteristics are recognised and supported by Civitas Law – in effect reflective of the supportive environment that has been developed over a period of time.

Age



The Chart above sets out the age categories in accordance with the Model Survey. It should therefore be read as each colour representing a decade, e.g. “25” should be read as “25-34.” “PNS” represents “Prefer Not To Say.”

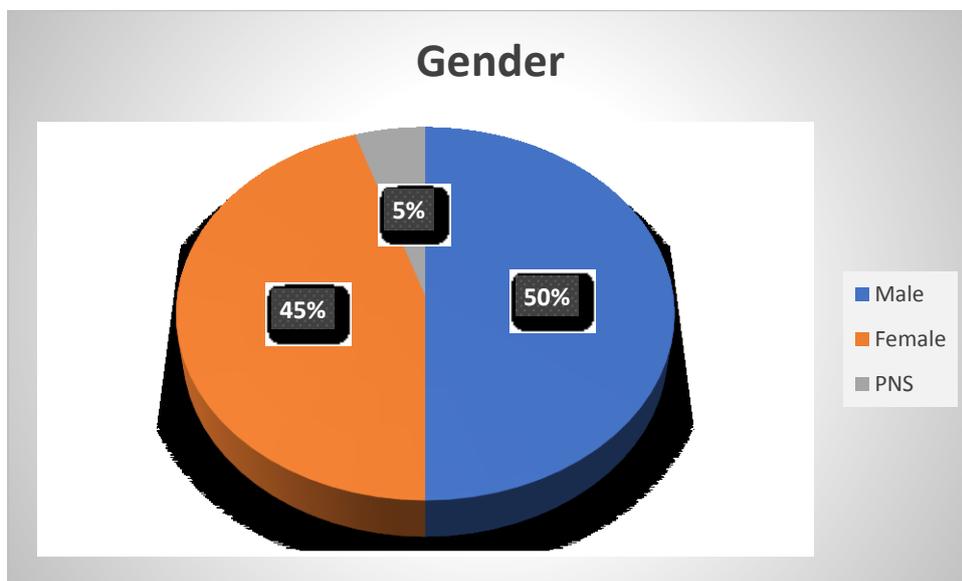


Comparing the data from Civitas, the BSB Stats and Report produces (in percentages) :

	Under 25	25+	35+	45+	55+	65+	PNS/No Info
Civitas	0	25	30	25	10	5	5
Stats	0	18	25	24	13	4	16
Report	0.8	18.6	25.6	24.6	12.4	3.7	14.3

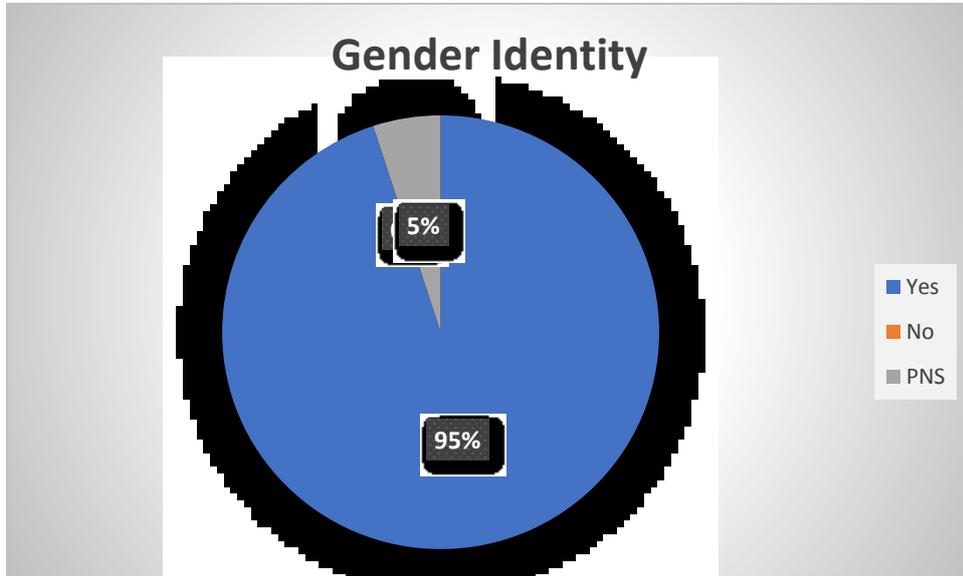
In terms of age, it will be observed that Civitas Law's stats are roughly in line with those at the Bar generally, despite being a relatively "small" set. This is encouraging in terms of the longer term sustainability of Chambers.

Gender



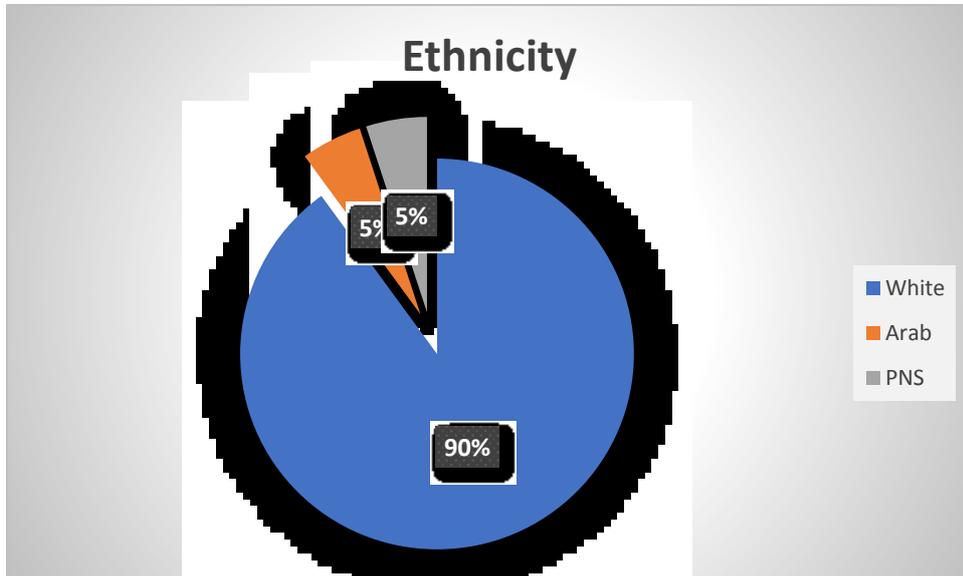
It will be seen that 50% of respondents self reported as male in Civitas Law's survey. In the BSB report, 40.2% of Non QCs identified as female and 59% as male. This was compared to 50.2% of the working population identifying as female. The BSB Statistics in relation to Non QCs at the self employed Bar present figures of 65.59% male, and 35.73% female. It is our conclusion that in terms of gender, Civitas Law is a diverse set of Chambers with statistics comparing favourably to those of the Bar generally, self employed Bar and to the working population generally.

Is Your Gender the same as the Sex you were Assigned at Birth?



The BSB Report indicates that 35% of their respondents indicated that their gender was the same as that assigned at birth. 64.8% provided no information, 1% preferred not to say and 0.2% identified that their gender was different to that assigned at birth. It is difficult to compare Civitas' figures to the BSB figures given that there was a high "No Information" return in the BSB figures. The MB will consider this information.

Ethnicity



Civitas Law's ethnicity diversity is representative of that of Wales³. This compares to figures which encompass both England and Wales :

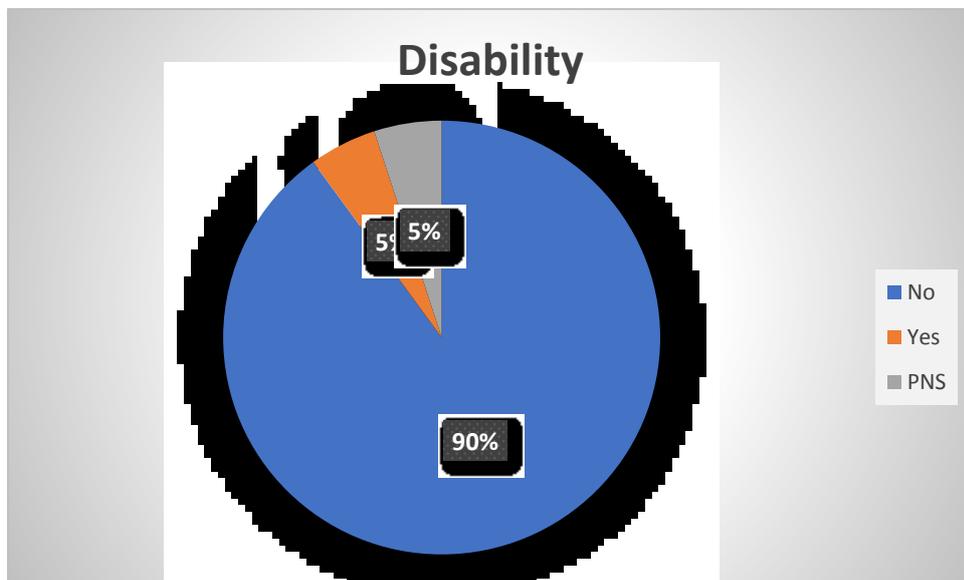
	White	BAME ⁴	PNS	No Info
BSB Report	77.8%	14.1%	1.5%	6.5%
BSB Stats	80.47%	12.64	1.59	5.29%

³ The profile published by Welsh Government statistics indicates that 5.8% of the Wales population is made up of people with a BAME background. <https://stats.wales.gov.wales/Catalogue/Equality-and-Diversity/Ethnicity/ethnicity-by-area-ethnicgroup>

⁴ The author is aware that the term BAME may not be considered acceptable. However, the author is obliged to use the terms used in the research provided.

Civitas Law is already taking steps to encourage a more diverse candidate group for pupillage through its sponsorship of Cardiff University Mooting Competition, its support for a work placement programme with the University of South Wales and its open application programme for mini pupillages.

Disability

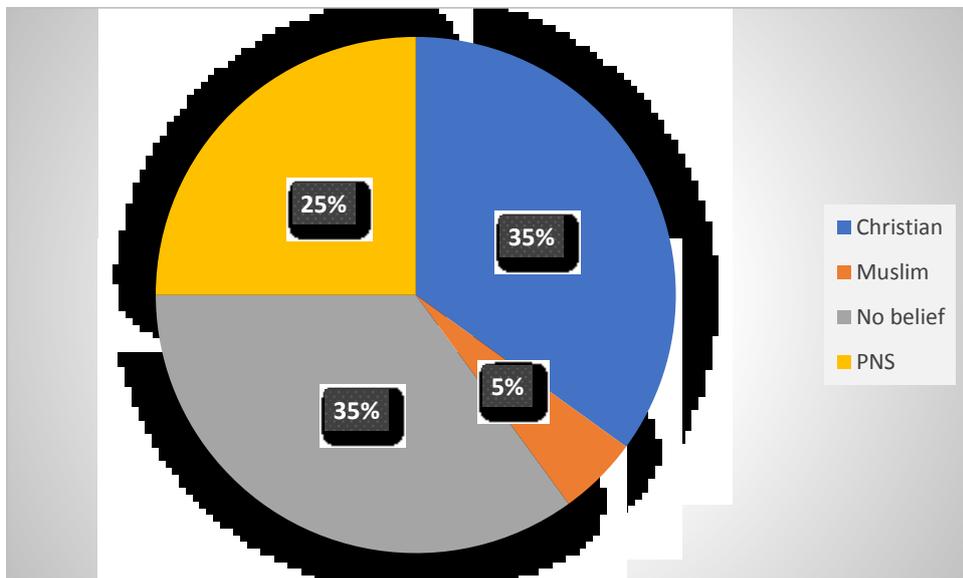


The level of self reported disability was lower than expected by Chambers, but was in fact broadly in line with the BSB Stats (as set out below.) . The reason for the lower than expected assertion of disability should be explored: whether respondents considered disability other than physical disability, whether there is a fear of disclosing disability, whether respondents appreciated that disability under the Equality Act 2010 is to be considered from the point of no medication/therapy or aids. This will be included in Chambers' Action Plan going forward. Comparison figures are:-

	Disabled	Not Disabled	PNS	No Info
BSB Report ⁵	3.3	49.6	1.9	56.9

Civitas Law therefore presents diverse as compared to the BSB Report, although again there must be caution in the comparison given the high level of “No information” reported in this category.

Belief

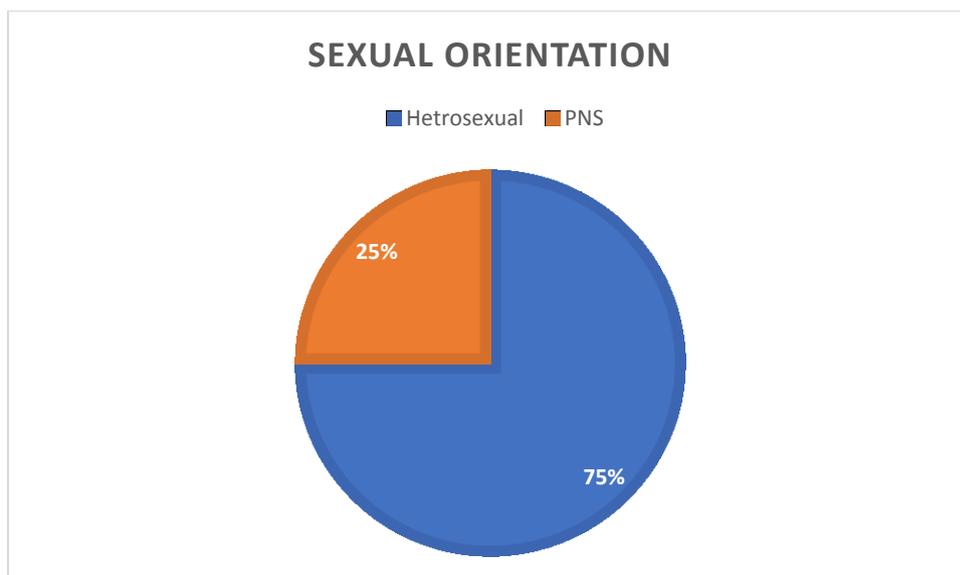


⁵ The BSB Statistics do not include this category

The BSB Report states that 22.3% of Barristers identified as Christian, 16.1% as No Belief, 1.8% as Muslim. The Report indicates that 51.5% provided no information and 4.3% preferred not to say.

Civitas Law appears to be a diverse Chambers with regard to religion or belief.

Sexual Orientation

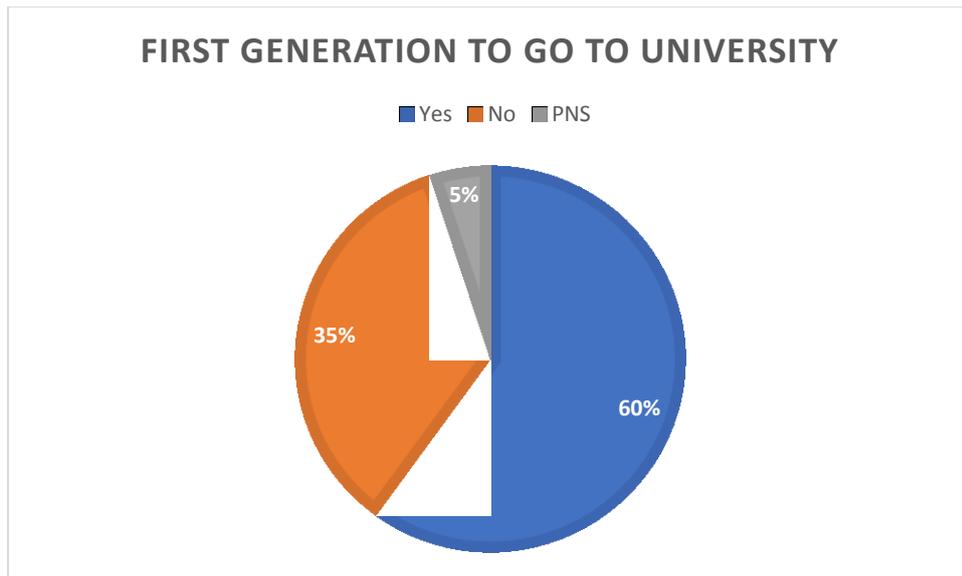


The majority of respondents identified as heterosexual. No respondents identified as gay or bisexual. The BSB Report indicated 44.2% of respondents identified as heterosexual. Roughly 5% indicated (in the BSB Report) that they identified as gay, bisexual or other. 52.6% provided no information to the BSB and it was noted that this category has the lowest response rate. This echoes with Civitas Law's 25% PNS response, again the highest PNS response in all categories. Reasons for the high

PNS response and the absence of any members identified as gay, bisexual or other will be explored through Chambers' Action Plan. As this is the first time the survey has been undertaken it is likely that respondents may not provide as much information about themselves as possible and it may be that with further annual iterations of the survey along with a transparent action plan that more detail will be disclosed in the years ahead.

Socio Economic Diversity

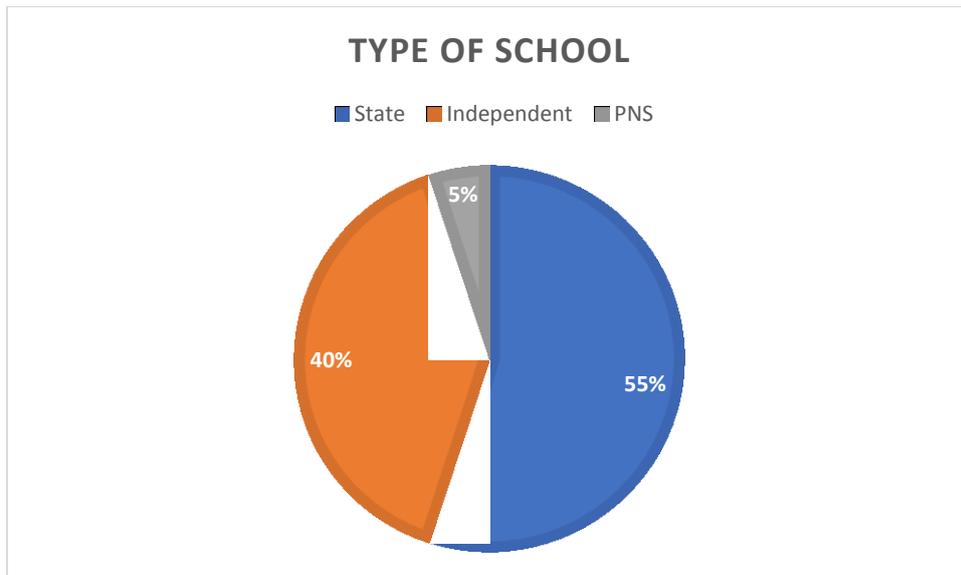
First Generation to University



Civitas' figures demonstrate that the majority of members were of the first generation in their family to attend University, which demonstrates diversity in terms of socio economic spread.

The BSB Report indicates that approximately 50% of respondents did not provide information, approximately 25% were not of the first generation and roughly 20% were of the first generation.

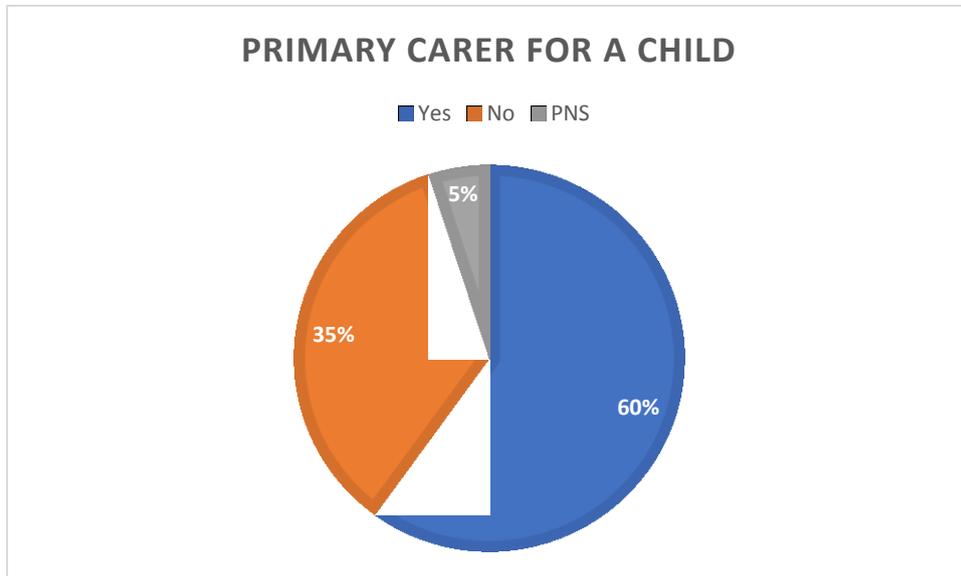
Type of Schooling



The BSB Report sets out that for Non QCs, 30.1% of respondents attended State School and 16.4% Independent school. This compares to a rate of about 7% of school children in England attending Independent School.⁶ Compared to the rate for England, Civitas has a high level of members who were schooled at fee-paying schools. Compared to the Bar generally, Civitas demonstrates a higher level of barristers who were schooled in State Schools thus demonstrating a more diverse socio economic spread.

⁶ The Report does not provide figures for Wales

Primary Carer for a Child under 18

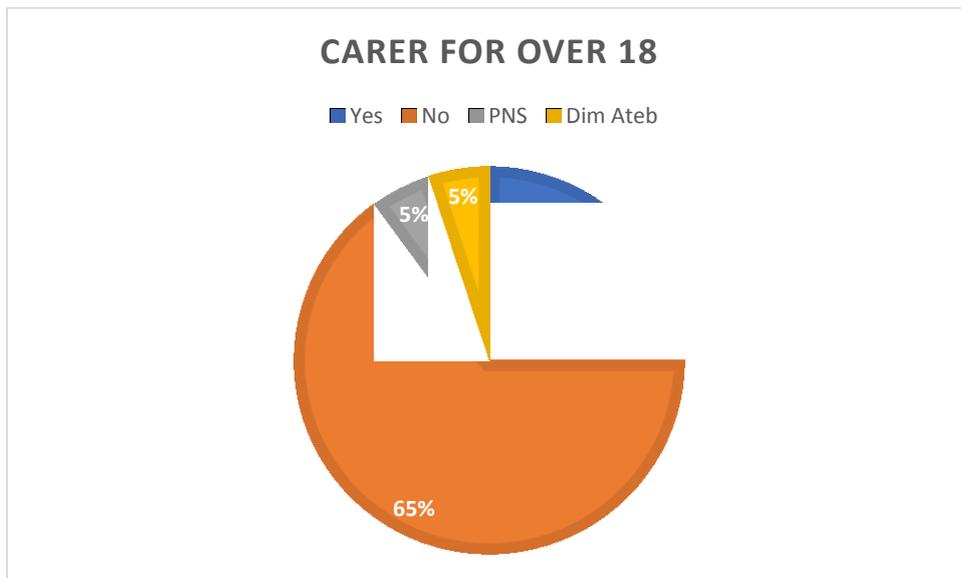


There is a high level of barristers at Civitas Law who have caring responsibilities. This is observed to demonstrate the success of the structure of Chambers which has a number of family- friendly policies, such as an emphasis on working from home where possible, flexible clerking and finance structures which meet the needs of those wishing to work on a variety of bases.

By comparison, the BSB Report shows of Non-QCs 37.2% did not have caring responsibilities for a child, 14% did, 1.6% preferred not to say and 47.2% provided no information. This compares to 36% of males and 39% of economically active females are the primary carer for a child. It will be observed therefore that Chambers attains a higher level of primary carers than the general working population. It is noteworthy that the Chambers has a strong track record of retaining members over a

period of time, with a number of members actively taking career breaks or parental leave and then being supported as they returned to practice.

Carer for Someone Aged Over 18



Civitas Law again has a high number of members who are carers for a person aged 18 or over. The BSB Report provides information of 50% no information and 2.4% prefer not to say, with just over 6% indicating that they were a carer for a person over the age of 18. The Report indicates that 12.5% of UK workers provide care for another, not including primary care of children- again Civitas' statistics indicates a high level of carers than the general working population.

Conclusion

There are many positives to be taken from this analysis. Clearly, the structure of Chambers is such as to facilitate a workforce who have caring responsibilities. It is felt that the ethos of Chambers has strongly supported the development and encouragement of a flexible system designed to support the family/ work balance sought by members of the workforce. It is considered that this in turn has assisted in Chambers' diverse age and gender presentation. The Equality and Diversity Action Plan will consider the action points in this report going forward, in particular in relation to disability, sexual orientation and disability. In terms of socio economic background, the results of the survey confirmed that Chambers is a diverse set.

Dated: 31.10.20