

7 Bedford Row is committed to providing a working culture in which all individuals are treated with dignity, respect and fairness. We don't discriminate, or tolerate discrimination, on grounds of race, colour, ethnic or national origin, nationality, citizenship, sex, sexual orientation, age, gender identity, marital status, disability, religion or belief. This applies to all aspects of our work, whether concerning staff, clients, members or pupils.

We seek to encourage applications from groups which are under-represented in Chambers and at the Bar, and will make reasonable adjustments for candidates with a disability.

7BR has made continuous efforts to ensure we have an inclusive and welcoming environment in Chambers. With this objective in mind, Chambers established the Equality and Diversity, Social Mobility and Wellbeing Committee (EDSMWB) in 2019. The Committee has a broad remit, but within the context of inclusivity and anti-racism, it aims to:

- create an inclusive environment in Chambers;
- encourage Members to challenge racist language and behaviours;
- actively advertise jobs, pupillage and mini pupillages to those from a Black and ethnic minority background.

7BR is dedicated to being an anti-racist establishment and to eradicating all forms of racism within Chambers. We acknowledge that this is not an overnight process, and requires a change in attitudes to how we perceive race. 7BR therefore seeks to engage, listen, and learn from those within the legal sphere and aims to make proactive and meaningful steps to achieve a space that is inclusive and welcoming to everyone at all times.

More information about our [commitment to Equality and Diversity](#) is available on our website.

In order to meet our commitment to equality and diversity, we collect and analyse data about our workforce and members, identifying trends and seeking to address disparities.

In accordance with the Bar Standards Board Equality Rules, some of this data is published every three years. This data was published in March 2022, and will be updated at the latest in March 2025.

7BR Equality and Diversity Survey – March 2022

About the data

The data was collected via questionnaire sent by email to all staff and members in December 2021. The return rate for the diversity data questionnaire was 97% of our 90 (as of December 2021) members and 96% of our 24 staff.

The survey was conducted using the Model Diversity Data Questionnaire

<https://www.barstandardsboard.org.uk/resources/resource-library/template-diversity-monitoring-form-docx.html>.

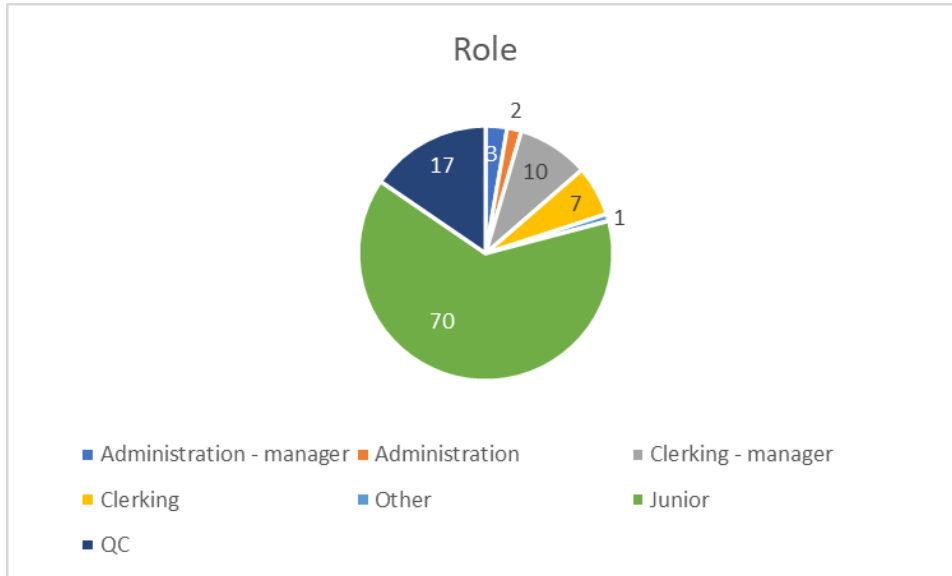
Our Diversity Data Policy and the Bar Standards Board requirements provide that data should not be published where there are fewer than ten individuals within a particular job category with the same characteristic, unless each individual has consented. In order to provide as much information as possible we have where necessary combined staff and members, and or junior and silks in order to provide an indication of the diversity of chambers without allowing for identification.

Data was collected in the following categories:

1. Role in chambers
2. Management/supervision responsibilities
3. Age
4. Sex
5. Gender identity
6. Disability
7. Ethnicity
8. Religion or belief
9. Sexual orientation
10. Socioeconomic background
11. Caring responsibilities

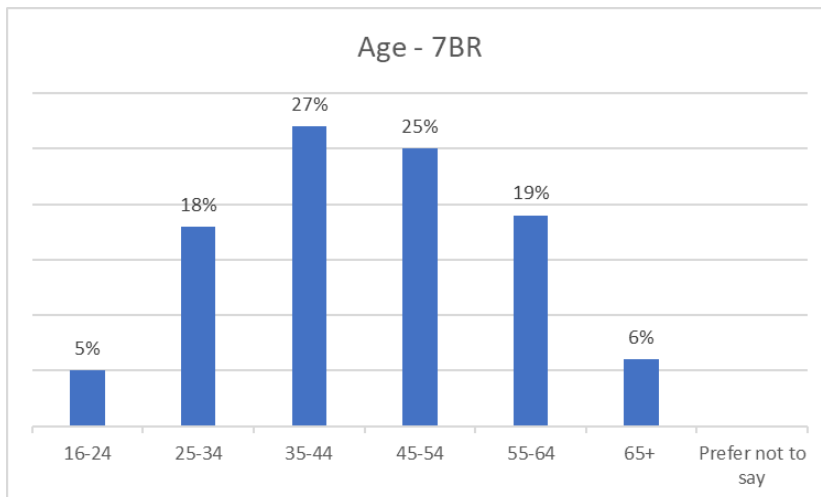
Role in chambers

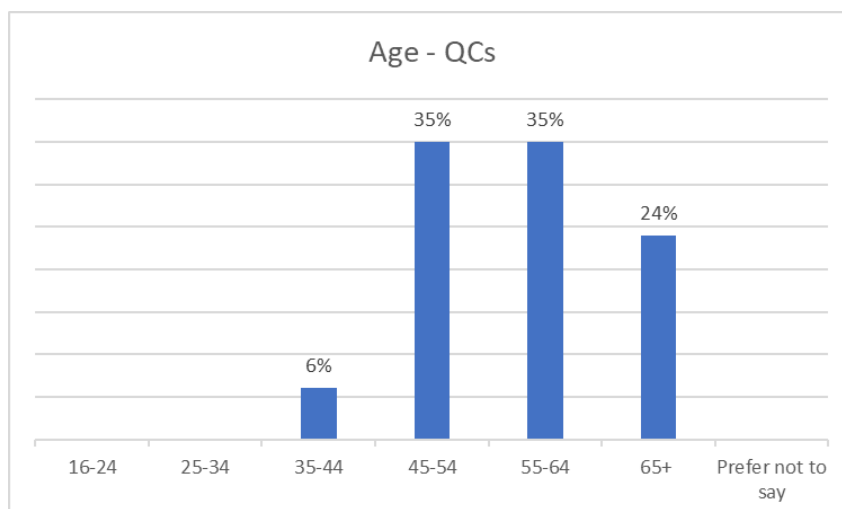
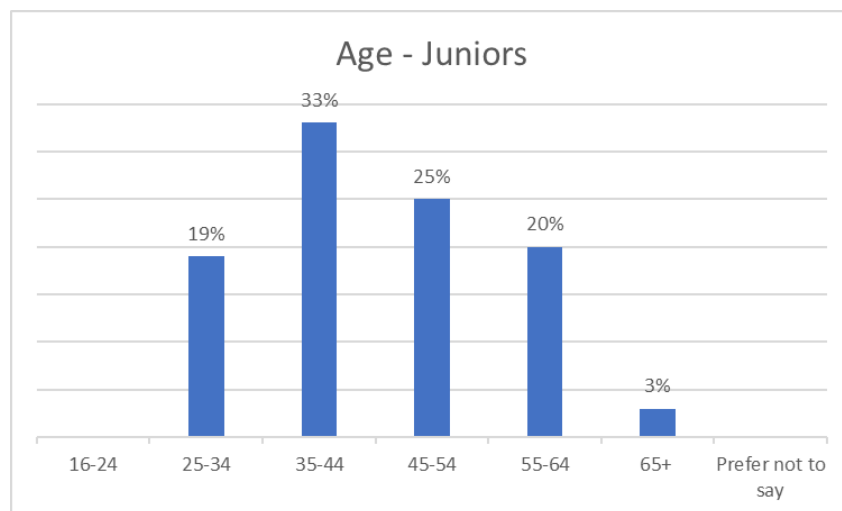
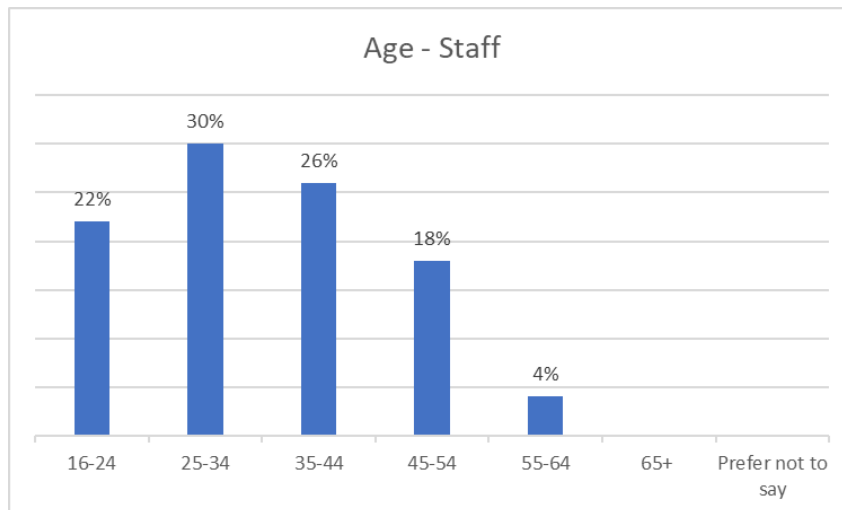
Staff and members were asked about their role within chambers



Age

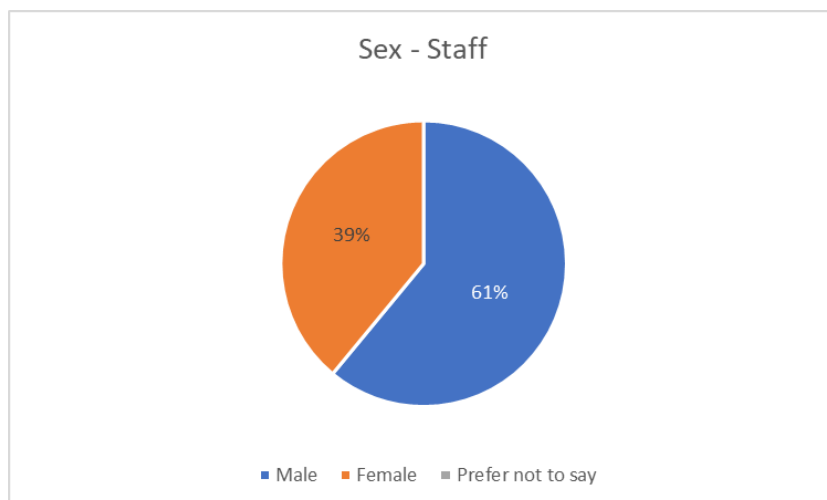
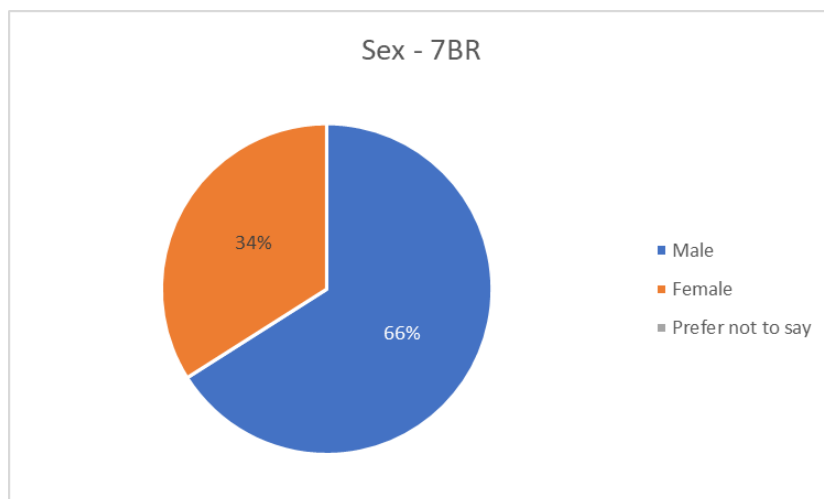
Staff have a slightly younger age profile than members. Members have a similar age profile to the Bar as a whole.

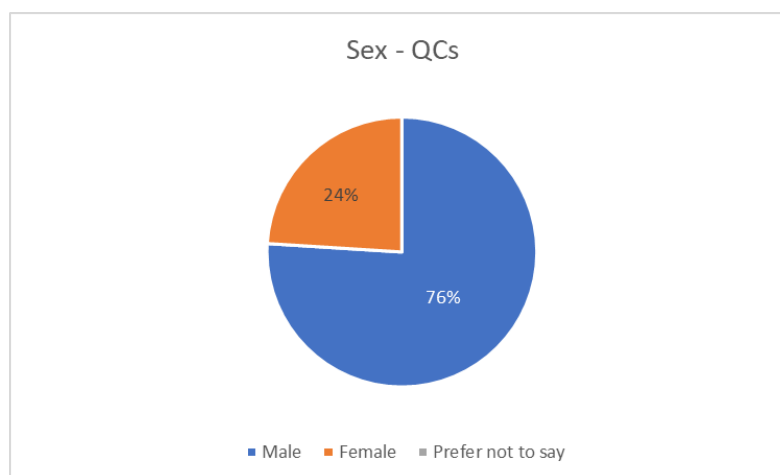
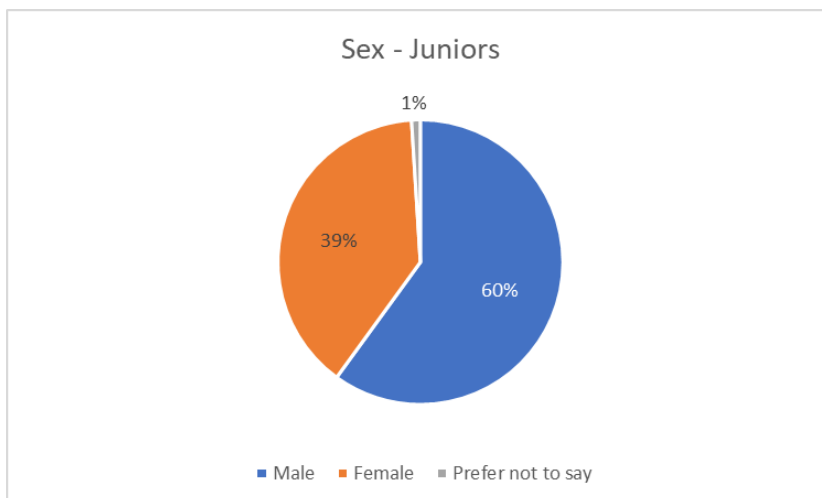




Sex

Women make up around a third of chambers, and 39% of juniors are women. 24% of the QCs in chambers are women, which is higher than the Bar as a whole (18% of QCs at the Bar are women)





Gender Identity

All members and staff said their gender identity is the same as their sex recorded at birth with the exception of one who preferred not to say.

Disability

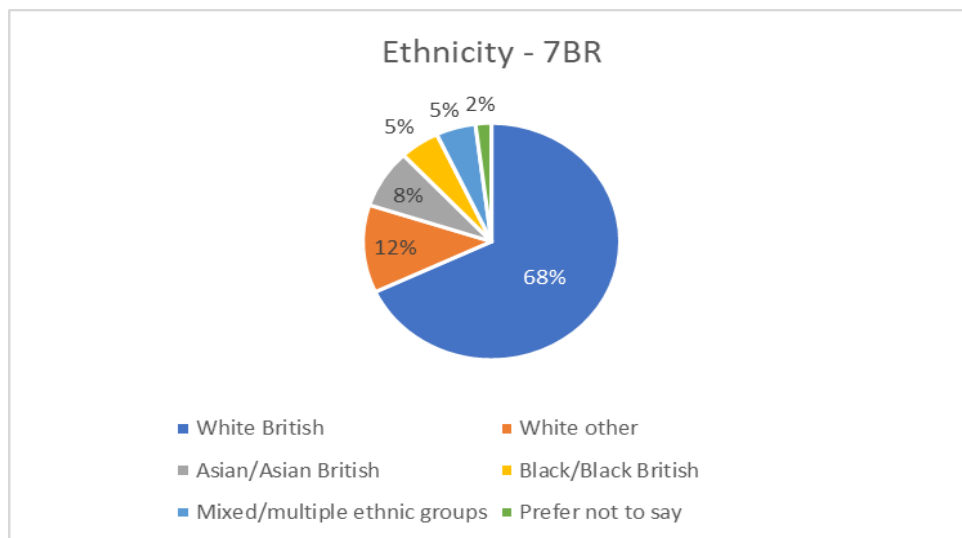
A small number of people within chambers indicated they have a disability, and for some this has an impact on their day-to-day activities.

Chambers has ensured it is accessible to disabled people including wheelchair access, a lift and a disabled lavatory. We also use technology to ensure accessibility and we carry out an audit of our service provision from time to time in order to ensure that we are complying with our obligations under disability legislation.

Ethnicity

We are committed to increasing diversity within chambers and ensuring that all members are able to build a thriving, sustainable practice.

Although the numbers remain small, we are pleased that, particularly among Junior members, there is slightly more diversity than the self-employed Bar as a whole, with 23% identifying as Black, Asian or ethnic minority compared to 14% of juniors at the self-employed Bar.



Chambers has a history of engaging with improving access to the Bar and continues to participate and support organisations that enhance this. Such examples include:

- Bridging the Bar
- RARE contextualised recruitment
- The Bar Council's 'Race at the Bar' initiative

In addition, in line with our [anti-racism statement](#) throughout 2022/23 we are committed to activities including:

- measuring and managing fair allocation of work;
- mentoring and sponsorship;
- focusing on improving recruitment and training for both staff and members so that we may attract and retain the best talent from all backgrounds, as well as properly reflecting the diversity of the modern society which Chambers seeks to serve;
- undertake data reporting;
- undertake reverse mentoring;

- remove outdated language on job applications, and utilising name-blind recruitment processes.

Religion & Belief

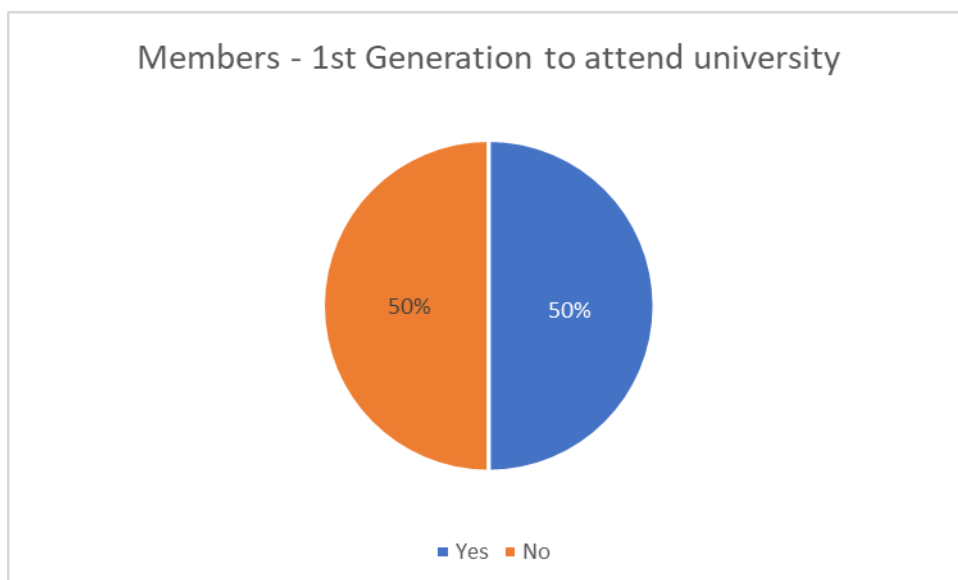
Most staff and members stated they have no religion (46%), or that they are Christian (43%). There are also Hindu, Jewish, Muslim and Sikh members and staff.

Sexual Orientation

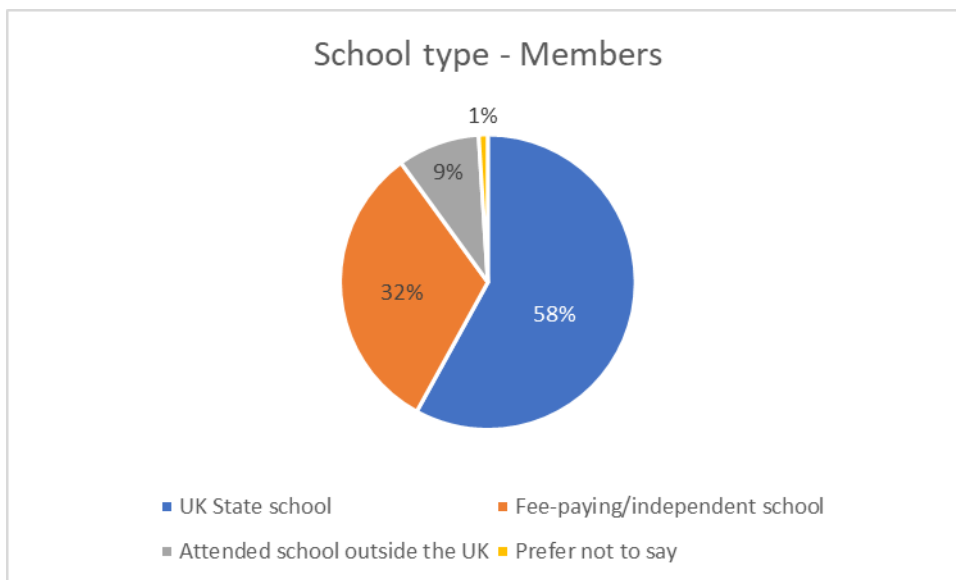
The majority of staff and members identified as heterosexual. Because the numbers are small we are unable to publish the data, but Chambers ensures that LGBTQ+ equality forms part of our work to combat discrimination and we are committed to ensuring everyone feels confident being themselves in our workplace.

Socio-economic background

50% of members were the first generation to attend university.



The majority of members attended UK state schools.



University

Members of Chambers and staff attended a number of different institutions, 34 in all, as is illustrated in the chart below. While 24% of both juniors and silks attended Oxford and Cambridge no preference is given to those institutions in our recruitment processes.



Caring responsibilities

We asked staff and members about their caring responsibilities. A large minority have childcare responsibilities and a small number have other caring responsibilities. We have policies in place to ensure staff and members are able to work flexibly and manage their caring responsibilities.

This report was prepared by Rachel Kryas as part of the Bar Council's bespoke support and advice service. For more information contact equality@barcouncil.org.uk