

Summary of Diversity Data

Octagon Legal treat our members, pupils, staff, clients and applicants equally and fairly, without distinction on grounds of ethnicity, gender, disability, age, sexual orientation or any other protected characteristics. We are committed to improving the diversity of our workforce.

We invited our members, pupil and staff to complete a survey with a view to collecting and publishing equality and diversity data. The purpose of this exercise is to provide transparency and to assist us in monitoring the effectiveness of our equality and diversity policies. We are required by the Bar Standards Board to publish a summary of this data every three years.

Equality and diversity data is considered to be information relating to the following characteristics: age, gender, disability, ethnicity, religion or belief, sexual orientation, socioeconomic background and caring responsibilities.

The survey was conducted anonymously and in accordance with the BSB rules. Participation in the survey was voluntary. 82% of our barristers and 50% of our staff responded to the survey. Not all questions were answered by every participant. The data summarised below is based on the responses received. The data does not therefore represent a complete analysis of the diversity characteristics of the entirety of Chambers' members, pupil and staff.

In line with BSB guidance, data has not been published where to do so might reasonably lead to the identification of individuals. Typically this relates to the numbers that would fall under a particular category.

Therefore data collated from our pupil has been included within the barristers' category. Similarly, our staff numbers are such that to publish the data collected would lead to the identification of individuals and has consequently been omitted.

The data was collated up to 31st July 2021 and reflects the position at that date.

If you have any queries, please contact Chambers' Diversity Data Officer, Robert Gibson, at clerks@octagon-legal.co.uk

Barrister	QC	
	Tenant/Member	17
	Other (including Pupil)	1

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).	2
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	

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 organization (e.g. equity partner, shareholder)?

Yes	13
No	1
Prefer not to say	4

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

Yes	2
No	13
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	1
25 - 34	
35 - 44	3
45 - 54	5
55 - 64	6
65+	
Prefer not to say	3

Gender

What is your gender?

Male	8
Female	8
Prefer not to say	2

Gender Identity

This following question is designed to gather trans data i.e. whether your gender identity and/or gender expression differs from your birth sex. A trans person may or may not seek to undergo gender reassignment hormonal treatment/surgery.

Is your gender identity the same as the sex that you were assigned at birth?

Yes	18
No	
Prefer not to say	2

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	15
Prefer not to say	3

(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	1
No	13
Prefer not to say	4

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	1
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	14
Irish	
Gypsy or Irish Traveller	
Any other White background (write in)	

Other ethnic group

Arab	
Any other ethnic group (write in)	

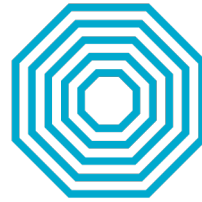
Prefer not to say

Prefer not to say	3
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Religion or belief

What is your religion or belief?

No religion or belief	8
Buddhist	
Christian (all denominations)	6
Hindu	
Jewish	
Muslim	
Sikh	
Any other religion (write in)	



Prefer not to say	4
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Sexual orientation

What is your sexual orientation?

Bisexual	
Gay man	
Gay woman/lesbian	
Heterosexual/straight	15
Other	
Prefer not to say	3

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	8
No	7
Did not attend University	
Prefer not to say	3

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

UK State School	6
UK Independent/Fee-paying School	9
Attended school outside the UK	
Prefer not to say	3

Caring responsibilities

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

Yes	3
No	11
Prefer not to say	4

(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	8
Yes, 1 - 19 hours a week	2
Yes, 20 - 49 hours a week	
Yes, 50 or more hours a week	
Prefer not to say	8