



CHAMBERS DIVERSITY DATA SUMMARY

October 2023

- This data is provided in accordance with BSB requirements. The aim is to provide transparency in recruitment and to encourage diversity in the profession.
- Participation is entirely voluntary. 53% of the workforce responded to the data collection.
- All participants are asked to consent to their data being processed and published. In accordance with the applicable BSB guidance, in the event that there is a real risk that the publication of the summary of anonymous data would result in the identification of an individual in respect of one or more of their diversity characteristics, chambers are not required to publish that part of the information in the summary, unless the individuals who have provided the information have been notified that publication may result in the identification of an individual, and consent to such publication in such circumstances is provided by each. Such consent was sought from each participant. It is for the diversity data officer (DDO) to make a judgment on reasonable grounds as to whether, in the given circumstances, there is a real risk of individuals being identified.
- Walnut House is a small chambers where the publication of data for each diversity statistic when broken down by seniority/job title or where there are a number of categories within the characteristic may result in individuals being identified. Data is collected on a global basis using an electronic survey platform.
- The relevant characteristics are: age, ethnicity, disability, sex and gender identity, socio-economic background, religion/belief, sexual orientation and caring responsibilities.
- The following results for each characteristic for which data has been collected are set out below:
 - LSA authorised: tenant/member – 81.25%; pupil – 5.88%; not applicable – 12.50%;
 - Other members of workforce: clerk – 16.67%; not applicable – 83.33%.
 - Share of ownership: yes – 47.06%; no – 52.94%;
 - Management responsibilities: yes – 11.76%; no – 82.35%; prefer not to say – 5.88%;
 - Age: 25-34 – 23.53%; 35-44 – 35.29%; 45-54 – 29.41%; 55-64 – 11.76%.
 - Sex: male – 35.29%; female – 64.71%;
 - Gender same as sex registered at birth: yes – 100%;
 - Disability: no – 100%;

- Ethnic group: White British – 88.25%; Asian Pakistani – 5.88%; any other mixed/multiple ethnic background – 5.88%;
- Religion or belief: no religion or belief – 58.82%; Christian – 23.53%; Muslim – 5.88%; prefer not to say – 11.76%.
- Sexual orientation – heterosexual – 100%.
- First generation university – yes – 23.53%; no – 70.59%; did not attend university – 5.88%.
- Secondary school attended: UK state school – 47.06%; UK free-paying school – 47.06%; attended school outside of UK – 5.88%.
- Primary carer: Yes – 29.41%; No – 70.59%;
- Caring responsibilities: No – 94.12%; prefer not to say – 5.88%.
- If you have any questions about these results or our diversity data policy, please contact the DDO Laura Searle (laura.searle@walnuthouse.co.uk).

3 January 2024