

Cornerstone Barristers
Diversity Questionnaire Results: Members and Staff - as at 6 March 2017

	QC			Tenant / Member			Other Barrister (incl Pupil)			Any other role directly supporting a fee earner			Managerial			IT / HR / other corporate services			Prefer not to identify category			
	No.	%	CB % 2014	No.	%	CB % 2014	No.	%	CB % 2014	No.	%	CB % 2014	No.	%	CB % 2014	No.	%	CB % 2014	No.	%	CB % 2014	
1. Individual roles																						
Authorised persons for the purposes of the Legal Services Act 2007 (ie holding a practising certificate issued by the approved regulators)	5	9.80	16.22	26	50.98	51.35	2	3.92	2.70	-	-	-	-	-	-	-	-	-	-	-	-	
Any role directly supporting a fee earner (eg legal secretary, administrator, barrister's clerk, practice manager, legal assistant, paralegal)	-	-	-	-	-	-	-	-	-	7	13.73	21.62	-	-	-	-	-	-	-	-	-	
A managerial role	-	-	-	-	-	-	-	-	-	-	-	-	2	3.92	5.41	-	-	-	-	-	-	
IT, HR or other corporate services role	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	17.65	-	-	-	-		
Prefer not to say	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2.70	
	5	9.80	16.22	26	50.98	51.35	2	3.92	2.70	7	13.73	21.62	2	3.92	5.41	9	17.65	-	-	-	2.70	
<i>Cornerstone Barristers 2014</i>	6	16.22		19	51.35		1	2.70		8	21.62		2	5.41		-	-		-	-	1	2.70
2. Share in the ownership of the organisation																						
Yes	-	-	8.57	-	-	8.57	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
No	5	9.80	5.72	26	50.98	42.85	2	3.92	2.86	7	13.73	22.86	2	3.92	5.71	9	17.65	-	-	-	-	
Prefer not to say	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2.86	
	5	9.80	14.29	26	50.98	51.42	2	3.92	2.86	7	13.73	22.86	2	3.92	5.71	9	17.65	-	-	-	2.86	
<i>Cornerstone Barristers 2014</i>	5	14.29		18	51.42		1	2.86		8	22.86		2	5.71		-	-		-	-	1	2.86
3. Responsibility for supervising or managing the work of lawyers or other employees																						
Yes	1	1.96	5.56	3	5.88	11.11	-	-	-	6	11.76	13.89	2	3.92	5.56	-	-	-	-	-	-	
No	4	7.84	8.33	22	43.14	41.66	2	3.92	2.78	1	1.96	8.33	-	-	-	9	17.65	-	-	-	-	
Prefer not to say	-	-	-	1	1.96	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2.78	
	5	9.80	13.89	26	50.98	52.77	2	3.92	2.78	7	13.73	22.22	2	3.92	5.56	9	17.65	-	-	-	2.78	
<i>Cornerstone Barristers 2014</i>	5	13.89		19	52.77		1	2.78		8	22.22		2	5.56		-	-		-	-	1	2.78
4. Current age in years																						
16 - 24	-	-	-	-	-	-	-	-	-	3	6.00	11.43	-	-	-	2	4.00	-	-	-	-	
25 - 34	-	-	-	11	22.00	8.57	2	4.00	2.86	2	4.00	5.71	-	-	-	4	8.00	-	-	-	-	
35 - 44	-	-	-	6	12.00	28.57	-	-	-	2	4.00	2.86	-	-	-	-	-	-	-	-	-	
45 - 54	1	2.00	8.57	4	8.00	8.57	-	-	-	-	-	2.86	1	2.00	5.71	2	4.00	-	-	-	-	
55 - 64	3	6.00	2.86	4	8.00	5.71	-	-	-	-	-	-	1	2.00	-	1	2.00	-	-	-	-	
65+	1	2.00	2.86	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Prefer not to say	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2.86	
	5	10.00	14.29	25	50.00	51.42	2	4.00	2.86	7	14.00	22.86	2	4.00	5.71	9	18.00	-	-	-	2.86	
<i>Cornerstone Barristers 2014</i>	5	14.29		18	51.42		1	2.86		8	22.86		2	5.71		-	-		-	-	1	2.86
5. Gender																						
Male (including trans male)	5	9.80	14.29	15	29.41	31.42	2	3.92	2.86	6	11.76	14.29	-	-	5.71	2	3.92	-	-	-	-	
Female (including trans female)	-	-	-	11	21.57	20.00	-	-	-	1	1.96	8.57	2	3.92	-	7	13.73	-	-	-	-	
Prefer not to say	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2.86	
	5	9.80	14.29	26	50.98	51.42	2	3.92	2.86	7	13.73	22.86	2	3.92	5.71	9	17.65	-	-	-	2.86	
<i>Cornerstone Barristers 2014</i>	5	14.29		18	51.42		1	2.86		8	22.86		2	5.71		-	-		-	-	1	2.86

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No.	%	CB % 2014	No.	%	CB % 2014	No.	%	CB % 2014	No.	%	CB % 2014	No.	%	CB % 2014	No.	%	CB % 2014	No.	%	CB % 2014

6. Disability according to the definition in the Equality Act

Yes
No
Prefer not to say

-	-	-	-	-	-	-	-	-	-	-	-	1	1.96	-	-	-	-	-	-	-
5	9.80	13.89	26	50.98	52.77	2	3.92	2.78	7	13.73	22.22	1	1.96	5.56	9	17.65	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2.78
5	9.80	13.89	26	50.98	52.77	2	3.92	2.78	7	13.73	22.22	2	3.92	5.56	9	17.65	-	-	-	2.78
5	13.89	19	52.77	1	2.78	8	22.22	2	5.56	-	-	1	2.78							

Cornerstone Barristers 2014

7. 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

-	-	-	-	-	-	-	-	-	-	-	-	1	1.96	-	-	-	-	-	-	-
-	-	-	1	1.96	2.78	-	-	-	-	-	2.78	-	-	-	-	-	-	-	-	-
5	9.80	13.89	25	49.02	47.21	2	3.92	2.78	7	13.73	19.44	1	1.96	5.56	9	17.65	-	-	-	-
-	-	-	-	-	2.78	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2.78
5	9.80	13.89	26	50.98	52.77	2	3.92	2.78	7	13.73	22.22	2	3.92	5.56	9	17.65	-	-	-	2.78
5	13.89	19	52.77	1	2.78	8	22.22	2	5.56	-	-	1	2.78							

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8. Ethnic group

Asian and Asian British
Indian
Any other Asian background
Black, African, Caribbean and Black British
Black British
Mixed and multiple ethnic group
White and Black African
White
British, English, Welsh, Northern Irish and Scottish
Irish
Any other white background
Prefer not to say
Prefer not to say

-	-	-	3	6.00	5.56	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	2.78	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-	2.78	-	-	-	-	-	-	-	-	-
-	-	-	1	2.00	2.78	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4	8.00	11.11	20	40.00	38.88	-	-	2.78	7	14.00	19.44	2	4.00	5.56	6	12.00	-	-	-	-
-	-	-	1	2.00	-	2	4.00	-	-	-	-	-	-	-	-	-	-	-	-	-
1	2.00	2.78	-	-	2.78	-	-	-	-	-	-	-	-	-	3	6.00	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2.78
5	10.00	13.89	25	50.00	52.77	2	4.00	2.78	7	14.00	22.22	2	4.00	5.56	9	18.00	-	-	-	2.78
5	13.89	19	52.77	1	2.78	8	22.22	2	5.56	-	-	1	2.78							

Cornerstone Barristers 2014

11. Part of the first generation of the family to go to university

Yes
No
Did not attend University
Prefer not to say

4	8.00	5.56	7	14.00	13.89	-	-	-	1	2.00	-	-	-	2.78	5	10.00	-	-	-	-
1	2.00	8.33	18	36.00	38.88	2	4.00	2.78	1	2.00	-	1	2.00	2.78	1	2.00	-	-	-	-
-	-	-	-	-	-	-	-	-	5	10.00	19.44	1	2.00	-	2	4.00	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-	2.78	-	-	-	1	2.00	-	-	-	2.78
5	10.00	13.89	25	50.00	52.77	2	4.00	2.78	7	14.00	22.22	2	4.00	5.56	9	18.00	-	-	-	2.78
5	13.89	19	52.77	1	2.78	8	22.22	2	5.56	-	-	1	2.78							

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12. Main schooling between the ages 11 - 18

UK state school
UK independent/fee paying school
Attended school outside the UK
Prefer not to say

3	5.88	5.56	14	27.45	19.44	1	1.96	-	5	9.80	16.66	2	3.92	5.56	5	9.80	-	-	-	-
1	1.96	8.33	9	17.65	27.77	-	-	2.78	2	3.92	2.78	-	-	-	1	1.96	-	-	-	-
-	-	-	3	5.88	2.78	1	1.96	-	-	-	-	-	-	-	3	5.88	-	-	-	-
1	1.96	-	-	-	2.78	-	-	-	-	-	2.78	-	-	-	-	-	-	-	-	2.78
5	9.80	13.89	26	50.98	52.77	2	3.92	2.78	7	13.73	22.22	2	3.92	5.56	9	17.65	-	-	-	2.78
5	13.89	19	52.77	1	2.78	8	22.22	2	5.56	-	-	1	2.78							

Cornerstone Barristers 2014

QC			Tenant / Member			Other Barrister (incl Pupil)			Any other role directly supporting a fee earner			Managerial			IT / HR / other corporate services			Prefer not to identify category		
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13. Primary carer for a child or children under 18

Yes	1	2.00	2.86
No	4	8.00	11.43
Prefer not to say	-	-	-

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1	2.00	2.86	6	12.00	17.14	-	-	-	1	2.00	-	-	-	-	-	-	-	-	-	-
4	8.00	11.43	19	38.00	34.28	2	4.00	2.86	5	10.00	22.86	2	4.00	5.71	9	18.00	-	-	-	-
-	-	-	-	-	-	-	-	-	1	2.00	-	-	-	-	-	-	-	-	-	2.86
5	10.00	14.29	25	50.00	51.42	2	4.00	2.86	7	14.00	22.86	2	4.00	5.71	9	18.00	-	-	-	2.86
5	14.29		18	51.42		1	2.86		8	22.86		2	5.71		-	-		1	2.86	

14. Carer for family members, friends, neighbours or others because of either long-term physical or mental ill-health/disability or problems related to old age

No	4	8.00	8.57
Yes	1	2.00	5.71
Prefer not to say	-	-	-

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4	8.00	8.57	23	46.00	45.71	2	4.00	2.86	6	12.00	20.00	2	4.00	2.86	9	18.00	-	-	-	-
1	2.00	5.71	2	4.00	5.71	-	-	-	1	2.00	-	-	-	2.86	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-	2.86	-	-	-	-	-	-	-	-	2.86
5	10.00	14.29	25	50.00	51.42	2	4.00	2.86	7	14.00	22.86	2	4.00	5.71	9	18.00	-	-	-	2.86
5	14.29		18	51.42		1	2.86		8	22.86		2	5.71		-	-		1	2.86	

All members, pupils and staff were invited to participate in the data collection survey, 73 people in total. We received responses from 55 people in total. This is over 75% of the total workforce.

Religion and sexual orientation details (questions 9 and 10) are excluded from this report in accordance with the BSB Handbook.

Where an individual did not give consent for their data to be used to categorise diversity characteristics at all, all data given has been excluded from these results. This relates to three respondents.

Where an individual did not give consent for the publication of their data in a category where there are fewer than 10 individuals identified, such data has been excluded from these results. This relates to a further two respondents, making five in total.