

3 Hare Court has a robust equality and diversity policy and is committed to attracting, recruiting and retaining individuals without discrimination on grounds of colour, race, disability, age, religion, sex, gender identity, sexual orientation, or parental or other caring responsibilities.

3 Hare Court has conducted a survey and hereby publishes its equality and diversity data in accordance with the Bar Standards Board’s requirements. The voluntary survey was completed by approximately 68% of the 56 members, staff, and pupils.

In interpreting the data, the following should be noted:

- The data is based on responses actually received and may not reflect the statistics that would have materialised had there been a 100% response rate;
- Total numbers and percentages may differ from category to category because certain respondents chose not to answer, or indicated “Prefer Not to Say”, in response to certain questions; and
- Data is not published where its publication might reasonably lead to the identification of individuals without their consent.

**As at 18 January 2021**

<b>Sex</b>	<b>Female</b>	<b>Male</b>
QCs*	1 (20%)	4 (80%)
Junior barristers & pupils	7 (29%)	17 (71%)
Staff	2 (22%)	6 (67%)
<b>Gender identity</b>	<b>Gender identity same as birth sex</b>	<b>Gender identity different from birth sex</b>
QCs	4 (80%)	-
Junior barristers & pupils	24 (100%)	-
Staff	8 (89%)	-

\*includes heads of Chambers (whether or not QC)

<b>Ethnicity</b>	<b>White*</b>	<b>Black / Caribbean / Black British</b>	<b>Asian / Asian British</b>	<b>Mixed / multiple ethnic background</b>
QCs	5 (100%)	-	-	-
Junior barristers & pupils	19 (79%)	-	2 (8%)	2 (8%)
Staff	7 (78%)	1 (11%)	-	-

\*Includes Irish and any other White background.

<b>Disability</b>	<b>Yes</b>	<b>No</b>	
QCs	1 (20%)	4 (80%)	
Junior barristers & pupils	1 (4%)	23 (96%)	
Staff	-	8 (89%)	
<b>Limitation of activity: are daily activities limited because of a health problem or disability lasting at least 12 months?</b>	<b>Yes (a lot)</b>	<b>Yes (a little)</b>	<b>No</b>
QCs	-	1 (20%)	4 (80%)
Junior barristers & pupils	1 (4%)	-	22 (92%)
Staff	-	-	8 (89%)

<b>Age</b>	<b>16-24</b>	<b>25-34</b>	<b>35-44</b>	<b>45-54</b>	<b>55-64</b>	<b>65+</b>
QCs	-	-	-	1 (20%)	1 (20%)	3 (60%)
Junior barristers & pupils	-	11 (46%)	8 (33%)	2 (8%)	1 (4%)	1 (4%)
Staff	2 (22%)	2 (22%)	2 (22%)	2 (22%)	-	-

<b>Religion or belief</b>	<b>No religion</b>	<b>Christian</b>	<b>Jewish</b>	<b>Sikh</b>
QCs	3 (60%)	2 (40%)	-	-
Junior barristers & pupils	15 (63%)	7 (29%)	1 (4%)	1 (4%)
Staff	6 (67%)	1 (11%)	-	-

<b>Sexual orientation</b>	<b>Gay</b>	<b>Heterosexual</b>
QCs	1 (20%)	4 (80%)
Junior barristers & pupils	1 (4%)	22 (92%)
Staff	1 (11%)	7 (78%)

<b>Socio-Economic Background</b>	<b>1st gen. to attend university</b>	<b>Not 1st gen. to attend university</b>	<b>Did not attend university</b>
QCs	1 (20%)	4 (80%)	-
Junior barristers & pupils	3 (13%)	20 (83%)	-
Staff	-	-	8 (89%)
	<b>UK State School</b>	<b>UK Fee-paying / independent school</b>	<b>School outside UK</b>
QCs	1 (20%)	3 (60%)	1 (20%)
Junior barristers & pupils	10 (42%)	13 (54%)	-
Staff	7 (78%)	-	-

<b>Caring responsibilities</b>	<b>Primary carer for child(ren) under 18</b>	<b>Not primary carer</b>	<b>Carer for family/friends/others (1-19 hrs per week)</b>
QCs	1 (20%)	4 (80%)	1 (20%)
Junior barristers & pupils	4 (17%)	20 (83%)	5 (21%)
Staff	1 (11%)	7 (78%)	1 (11%)