

DRYSTONE

CHAMBERS

EQUALITY AND DIVERSITY REPORT PUPIL SELECTION EXERCISE 2017

The analysis below is based on the national statistics released by Pupillage Gateway and the statistics compiled by Pupillage Gateway from the applications to Chambers. It is limited by the available data and, in particular, the very general national statistics. It is not, for example, possible to compare the number of Chinese applicants to Chambers against the number of Chinese applicants nationally as the national statistics divide white people into two categories (those from the United Kingdom of Great Britain and Northern Ireland and all other white people) and everyone else is categorised as 'BAME' (Black Asian and Minority Ethnic).

Gender

Chambers received 223 applicants of which 110 identified themselves as female and 103 identified themselves as male. 10 did not specify their gender. The greater number of female applicants reflects the national statistics (1038 female applicants and 859 male applicants and 69 not specifying). The gender split of applicants to Drystone (7 more female applicants) is proportionately similar to the national split (178 more female applicants).

Age

The ages of applicants to Chambers also reflected the national statistics. The largest group (that specified their age) were those under 25 (17). Numbers decreased as age increased as they did with the national statistics. Fewer applicants identified themselves as being between 25-34 (13) and fewer still between the ages of 35-44 (4). We had no applicants who identified themselves as older than 44. By far the largest group of applicants, however, did not specify their age (189). This is again similar to the national statistics (1749 out of a total of 1966) and fundamentally undermines the value of any analysis.

Disability

13 applicants to Chambers identified themselves as disabled. 194 applicants identified themselves as not disabled. 16 applicants did not specify. The percentage of those identifying as not disabled is exactly the same as the national statistics (87%). The percentage of applicants to Chambers and nationally who identified as disabled was almost exactly the same (6% nationally and 5.83% to Chambers). The remainder did not specify.

Ethnicity

103 applicants identified themselves as 'White English, Scottish, Welsh or Northern Irish'. 7 applicants identified themselves as 'White Irish'. 23 applicants identified themselves as 'White any other background'. Only 17 applicants identified themselves as 'Black' in one of the three available categories ('Black African' (11); 'Black Caribbean' (4) 'Black any other' (2)). 36 applicants identified themselves as 'Asian'. 7 applicants identified themselves as of 'mixed' ethnicity. 9 identified as 'Arab'. 4 identified as 'Chinese' and 3 preferred not to say. 9 applicants preferred not to say.

The preponderance of white applicants reflects the national statistics. The national statistics, however, only provide a figure for 'BAME' (Black Asian and Minority Ethnic) applicants rather than the more specific categories in our statistics. This does not, therefore, permit any analysis of how many of the more specific groups applied to Drystone as against the national statistics.

Religious Belief

Those applicants identifying as 'Christian' formed the largest group (34.53%). This is very similar to the national statistics in which those identifying as Christians constituted 35% of all applicants. The second largest group of our applicants stated they had 'no religion' (31.39%). This is, again, very similar to the national statistics in which 35% stated they had 'no religion'. The number of applicants of all other faiths were proportionately similar in our statistics and the national statistics.

Sexual Orientation

The largest group of applicants to Chambers identified themselves as 'Heterosexual/straight' (82.06%); 1.79% identified themselves as 'Bisexual'; 4.93% as 'Gay' and 6.73% preferred not to say. This is similar to the national statistics in which 84% identified as 'Heterosexual/ Straight'; 4% as 'Gay'; 3% as 'Bisexual' and 9% preferred not to say.

School

The percentage of our applicants (of those that provided the information) that attended a state school was 62.33%. This is remarkably similar to the national statistics (63%). 69% of our applicants stated they were not entitled to free school meals. This again, reflects the national statistics (72%).

Caring Responsibilities

The majority of our applicants stated that they did not have care responsibilities in any of the three categories (poor health (88.34%) elderly (86.1%) and children (71.75%)). This was the same nationally in which 89% had no care responsibilities for people in poor health; 89% had no responsibility for an elderly family member and 70% had no child-care responsibilities.

Conclusion

The only remarkable aspect of our statistics is how similar they are to the national statistics. I am, therefore, satisfied that the above analysis provides no basis for any internal concern about the diversity of the applicants we attract.

James Gray

Drystone Chambers
4th October 2017