



Diversity Questionnaire – 2020

In July 2020 Lincoln House Chambers invited members and staff to respond to a diversity questionnaire.

Chambers comprises 90 people, which includes 16 QCs, 59 junior barristers, 2 pupils and 13 employees.

83 people responded to the questionnaire, representing 92% of chambers' personnel. 7 people did not respond to the questionnaire.

77 respondents (93.9%) explicitly consented to the processing and publication of their data as set out in the questionnaire and the Lincoln House Chambers' Diversity Data Policy. 6 respondents (6.1%) did not consent.

64 respondents (78.05%) explicitly consented to the processing and publication of their data in an anonymous form, even if there were fewer than 10 individuals identified against one or more of the characteristics. 19 respondents (21.95%) did not consent. Accordingly, not all of the data obtained has been reproduced in this report and so the data below does not give an entirely accurate view of diversity within chambers.

To assist the reader understand the diversity of chambers in context the questionnaire results have been set out to reflect the following three groups:

- All personnel, barristers and staff.
- Barristers (pupils, junior barristers and QCs)
- QCs

July 2020

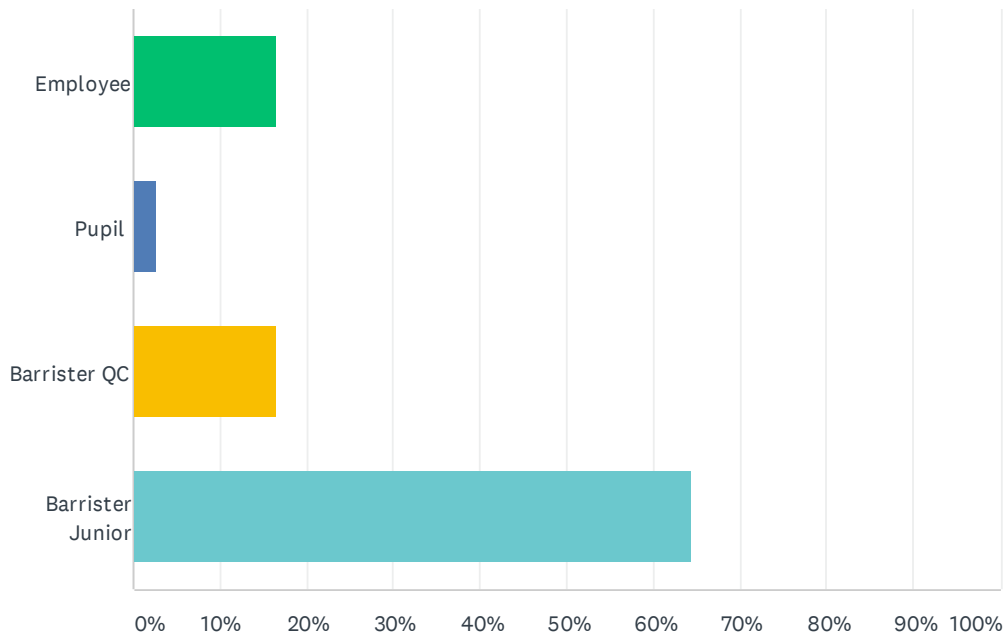


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Diversity Data for All Personnel, Barristers and Staff

Q2 What is your role in Lincoln House Chambers?

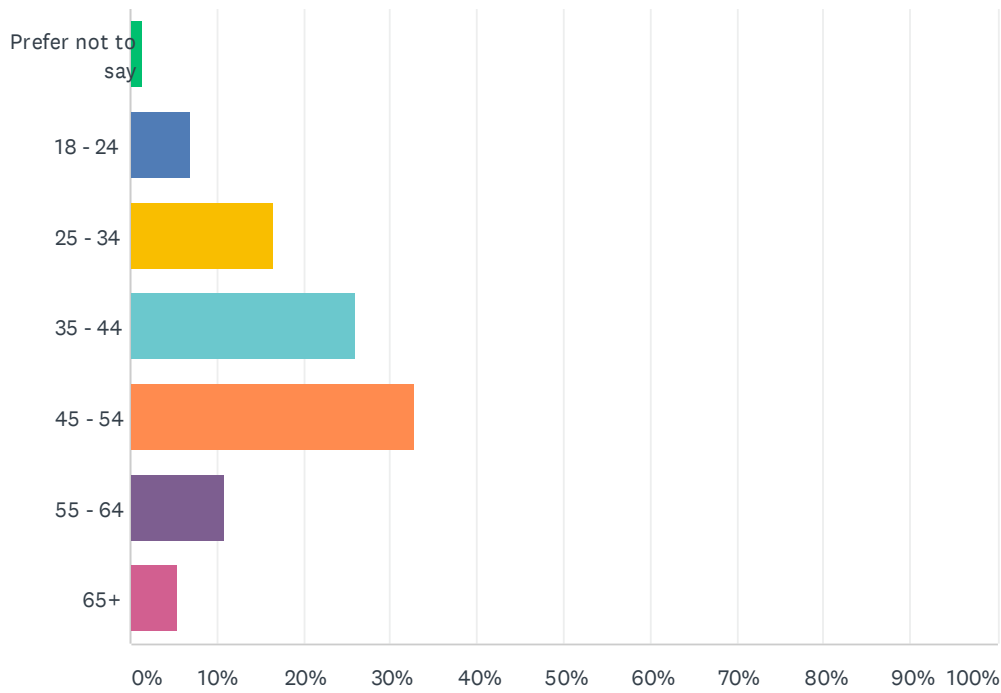
Answered: 73 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------|-----------|-----------|
| Employee | 16.44% | 12 |
| Pupil | 2.74% | 2 |
| Barrister QC | 16.44% | 12 |
| Barrister Junior | 64.38% | 47 |
| TOTAL | | 73 |

Q3 How old are you?

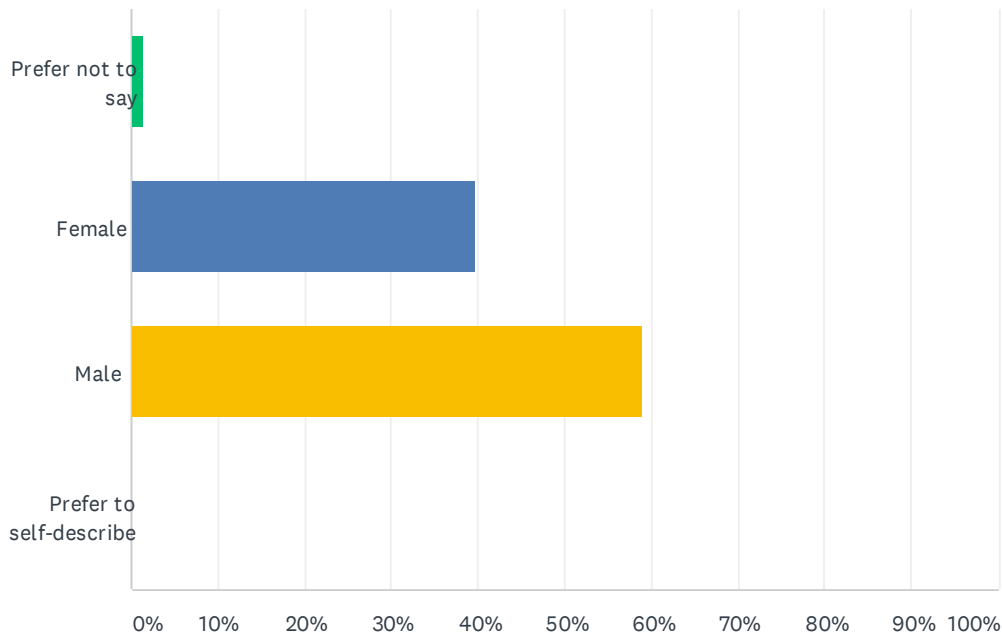
Answered: 73 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Prefer not to say | 1.37% | 1 |
| 18 - 24 | 6.85% | 5 |
| 25 - 34 | 16.44% | 12 |
| 35 - 44 | 26.03% | 19 |
| 45 - 54 | 32.88% | 24 |
| 55 - 64 | 10.96% | 8 |
| 65+ | 5.48% | 4 |
| TOTAL | | 73 |

Q4 What best describes your gender?

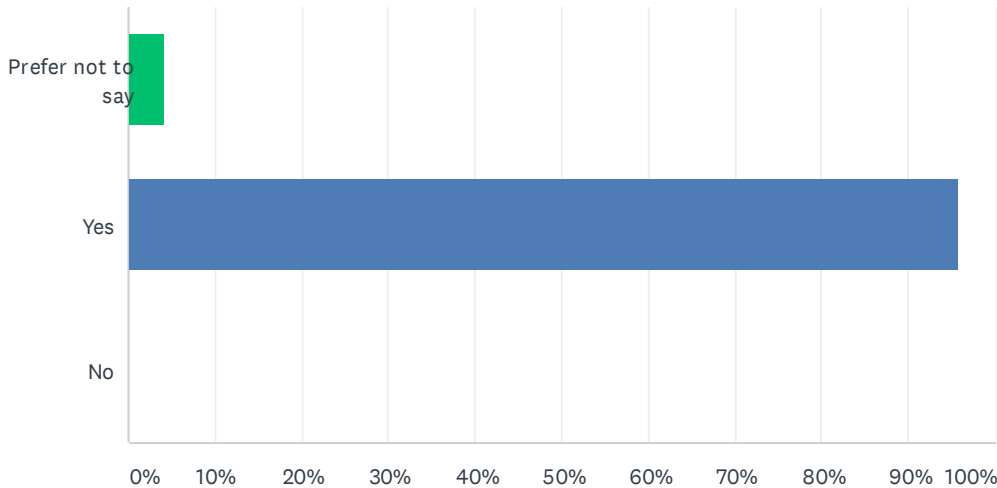
Answered: 73 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|-------------------------|-----------|-----------|
| Prefer not to say | 1.37% | 1 |
| Female | 39.73% | 29 |
| Male | 58.90% | 43 |
| Prefer to self-describe | 0.00% | 0 |
| TOTAL | | 73 |

Q5 Is your gender identity the same as the sex that you were assigned at birth?Gender Identity: This 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.

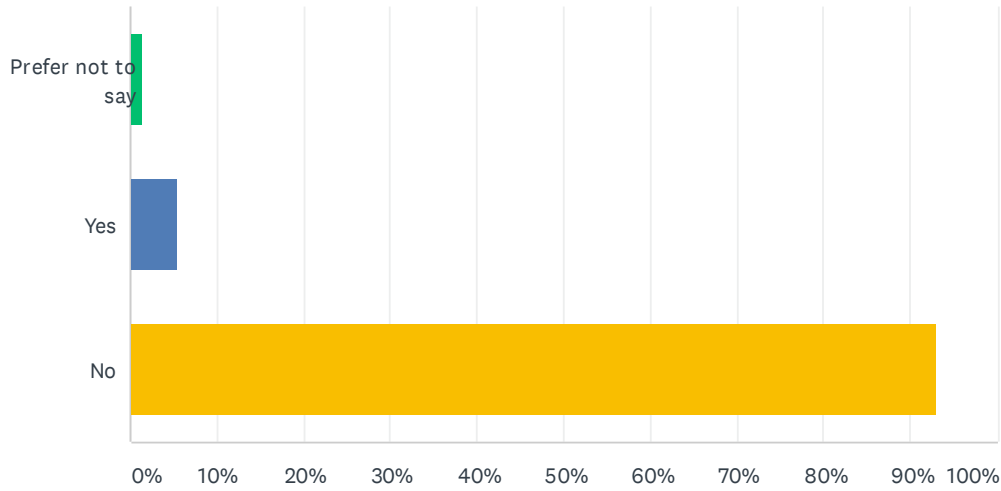
Answered: 73 Skipped: 0



| ANSWER CHOICES | RESPONSES |
|-------------------|-----------|
| Prefer not to say | 4.11% 3 |
| Yes | 95.89% 70 |
| No | 0.00% 0 |
| TOTAL | 73 |

Q6 Do you consider yourself to have a disability (a mental or physical impairment that has a substantial and long-term adverse effect on your ability to carry out normal day-to-day activities)?

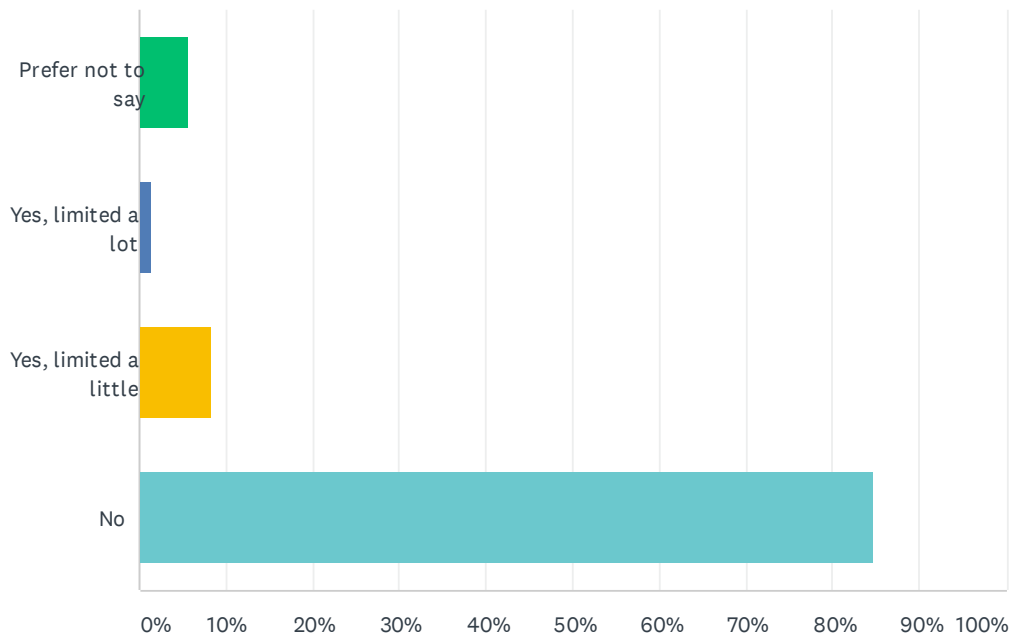
Answered: 73 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Prefer not to say | 1.37% | 1 |
| Yes | 5.48% | 4 |
| No | 93.15% | 68 |
| TOTAL | | 73 |

Q7 Are your day-to-day activities limited or affected by a health problem or disability that has lasted, or is expected to last, at least 12 months?

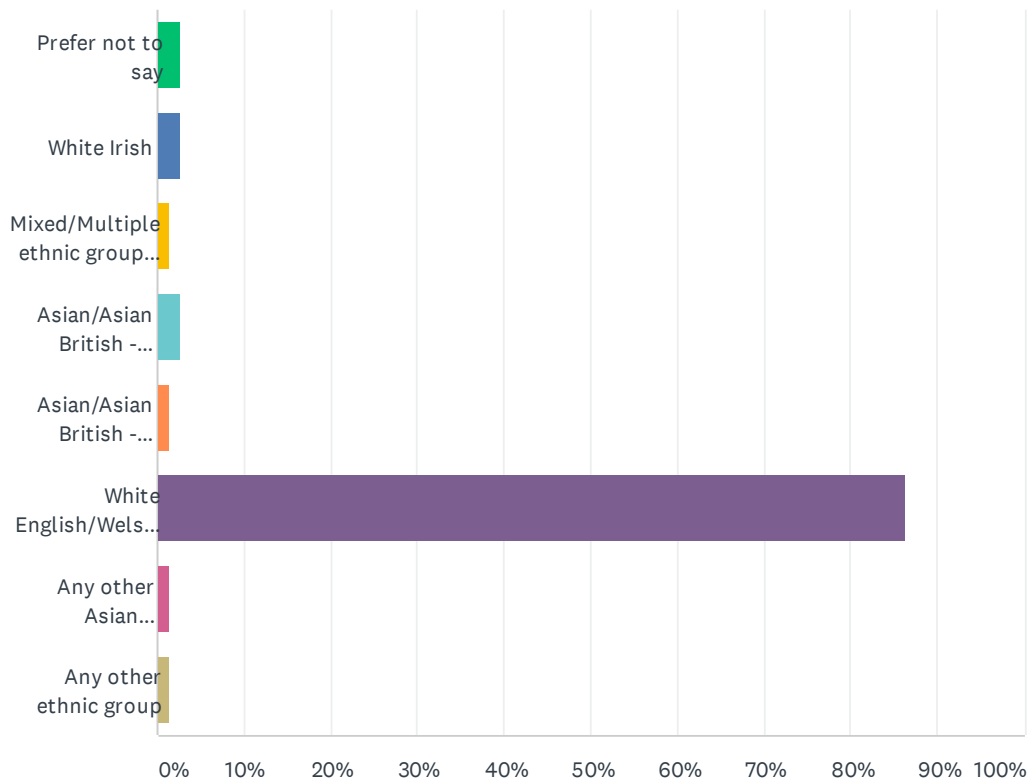
Answered: 72 Skipped: 1



| ANSWER CHOICES | RESPONSES | |
|-----------------------|-----------|-----------|
| Prefer not to say | 5.56% | 4 |
| Yes, limited a lot | 1.39% | 1 |
| Yes, limited a little | 8.33% | 6 |
| No | 84.72% | 61 |
| TOTAL | | 72 |

Q8 Choose one option that you feel best describes your ethnic group or background

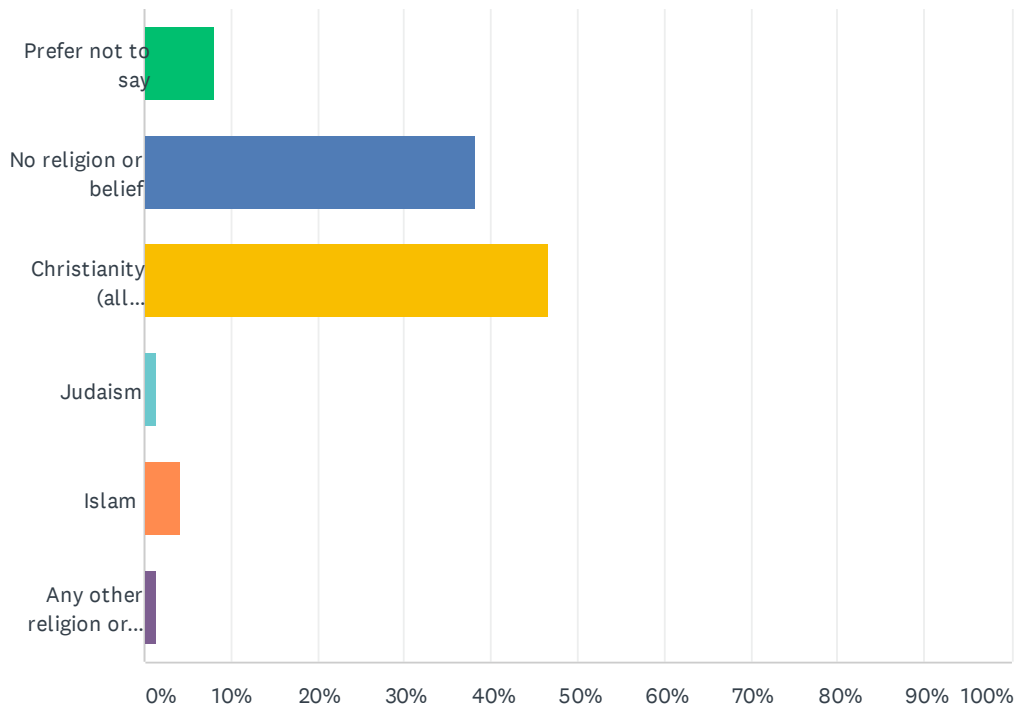
Answered: 73 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|--|-----------|-----------|
| Prefer not to say | 2.74% | 2 |
| White Irish | 2.74% | 2 |
| Mixed/Multiple ethnic groups - White and Black Caribbean | 1.37% | 1 |
| Asian/Asian British - Pakistani | 2.74% | 2 |
| Asian/Asian British - Bangladeshi | 1.37% | 1 |
| White English/Welsh/Scottish/Northern Irish/British | 86.30% | 63 |
| Any other Asian background (write in any other ethnic group) | 1.37% | 1 |
| Any other ethnic group | 1.37% | 1 |
| TOTAL | | 73 |

Q9 What is your religion or belief system?

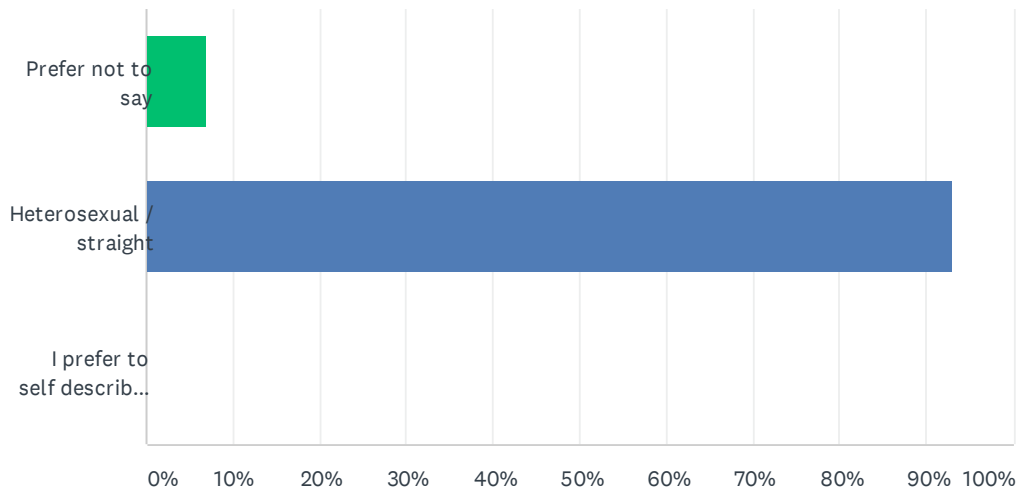
Answered: 73 Skipped: 0



| ANSWER CHOICES | RESPONSES |
|----------------------------------|-----------|
| Prefer not to say | 8.22% 6 |
| No religion or belief | 38.36% 28 |
| Christianity (all denominations) | 46.58% 34 |
| Judaism | 1.37% 1 |
| Islam | 4.11% 3 |
| Any other religion or belief | 1.37% 1 |
| TOTAL | 73 |

Q10 What is your sexual orientation?

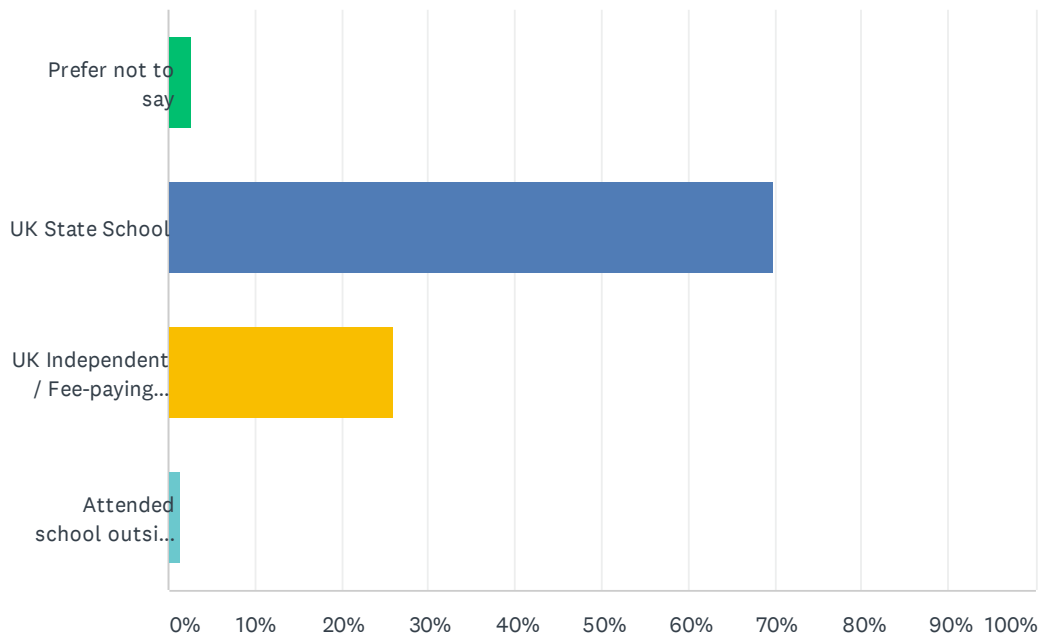
Answered: 73 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|---------------------------------------|-----------|-----------|
| Prefer not to say | 6.85% | 5 |
| Heterosexual / straight | 93.15% | 68 |
| I prefer to self describe as follows: | 0.00% | 0 |
| TOTAL | | 73 |

Q11 Did you mainly attend a state or fee paying school between the ages of 5 - 11?

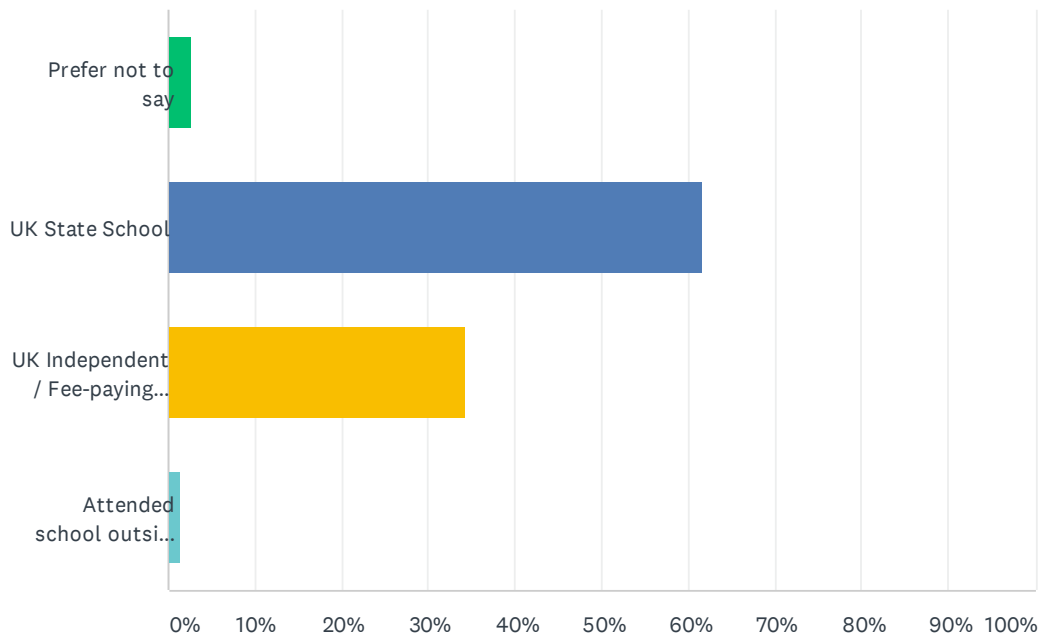
Answered: 73 Skipped: 0



| ANSWER CHOICES | RESPONSES |
|------------------------------------|-----------|
| Prefer not to say | 2.74% 2 |
| UK State School | 69.86% 51 |
| UK Independent / Fee-paying school | 26.03% 19 |
| Attended school outside the UK | 1.37% 1 |
| TOTAL | 73 |

Q12 Did you mainly attend a state or fee paying school between the ages 11 - 18?

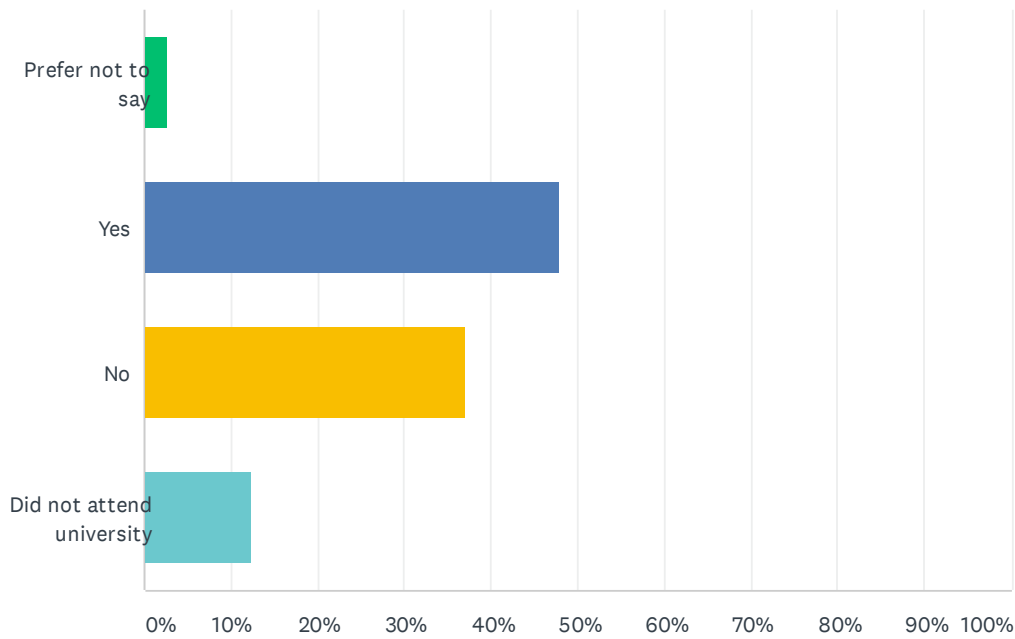
Answered: 73 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------------------|-----------|-----------|
| Prefer not to say | 2.74% | 2 |
| UK State School | 61.64% | 45 |
| UK Independent / Fee-paying school | 34.25% | 25 |
| Attended school outside the UK | 1.37% | 1 |
| TOTAL | | 73 |

Q13 If you attended university, were you part of the first generation of your family to do so?

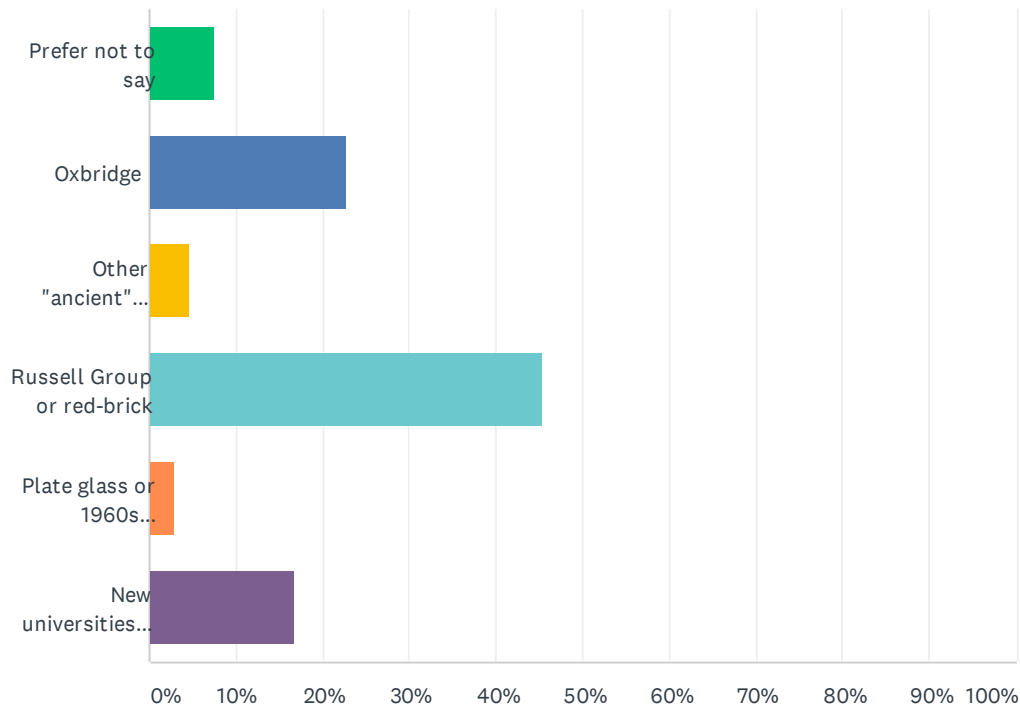
Answered: 73 Skipped: 0



| ANSWER CHOICES | RESPONSES |
|---------------------------|-----------|
| Prefer not to say | 2.74% 2 |
| Yes | 47.95% 35 |
| No | 36.99% 27 |
| Did not attend university | 12.33% 9 |
| TOTAL | 73 |

Q14 If you attended university, what kind of university did you attend?

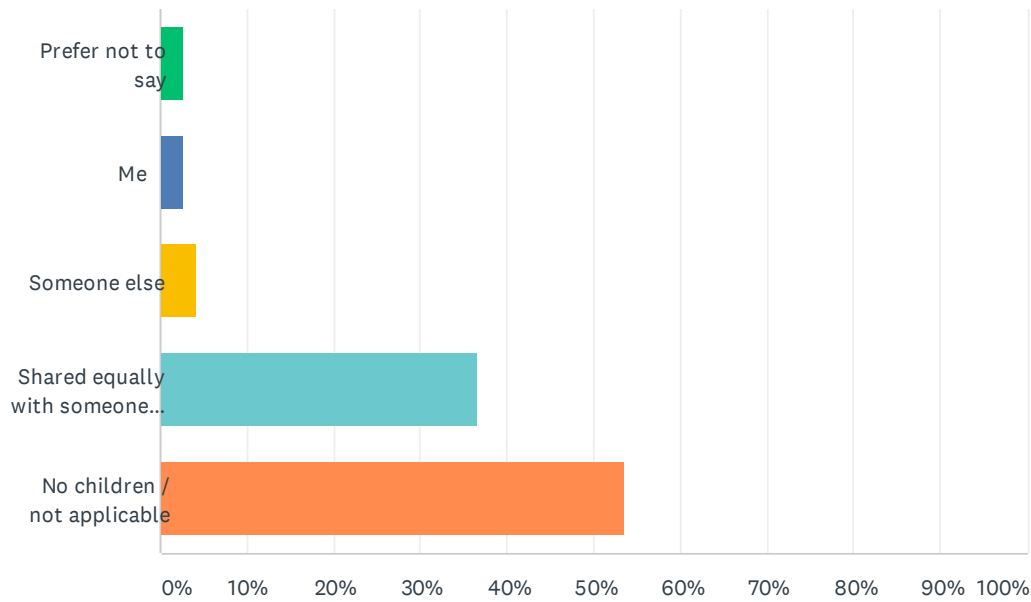
Answered: 66 Skipped: 7



| ANSWER CHOICES | RESPONSES | |
|--|-----------|-----------|
| Prefer not to say | 7.58% | 5 |
| Oxbridge | 22.73% | 15 |
| Other "ancient" university | 4.55% | 3 |
| Russell Group or red-brick | 45.45% | 30 |
| Plate glass or 1960s universities | 3.03% | 2 |
| New universities (including former Polytechnics) | 16.67% | 11 |
| TOTAL | | 66 |

Q15 If you have children aged under 18, who has primary care for them?

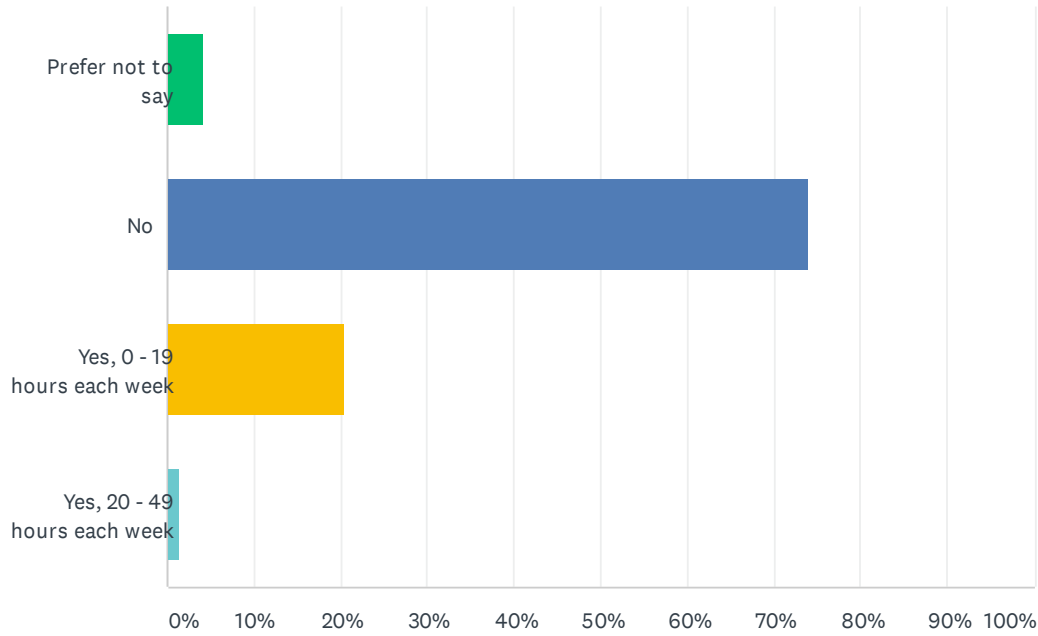
Answered: 71 Skipped: 2



| ANSWER CHOICES | RESPONSES |
|----------------------------------|-----------|
| Prefer not to say | 2.82% 2 |
| Me | 2.82% 2 |
| Someone else | 4.23% 3 |
| Shared equally with someone else | 36.62% 26 |
| No children / not applicable | 53.52% 38 |
| TOTAL | 71 |

Q16 Do you look after, or give help or support to family members, friends, neighbours or others because of either long -term physical or mental ill-health / disability or problems related to old age?

Answered: 73 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------------|-----------|-----------|
| Prefer not to say | 4.11% | 3 |
| No | 73.97% | 54 |
| Yes, 0 - 19 hours each week | 20.55% | 15 |
| Yes, 20 - 49 hours each week | 1.37% | 1 |
| TOTAL | | 73 |

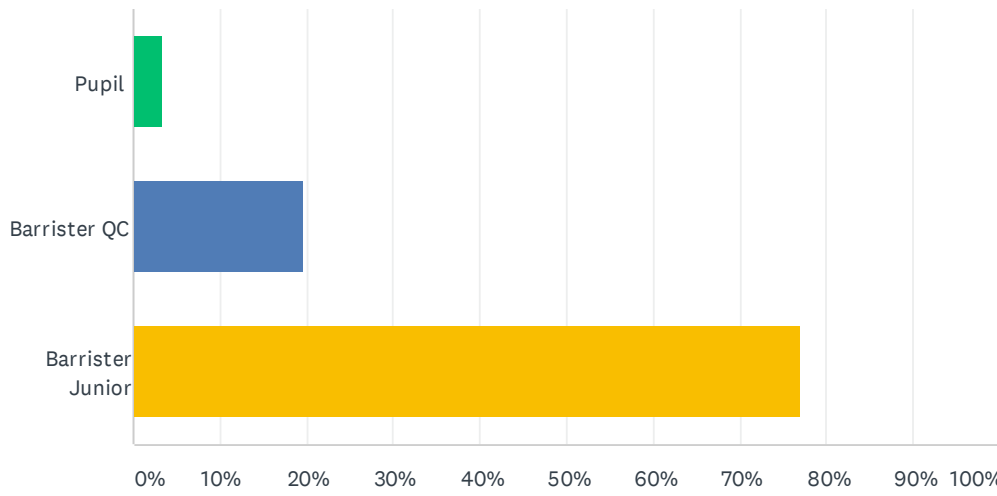


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Diversity Data for Barristers (pupils, junior barristers and QCs)

Q2 What is your role in Lincoln House Chambers?

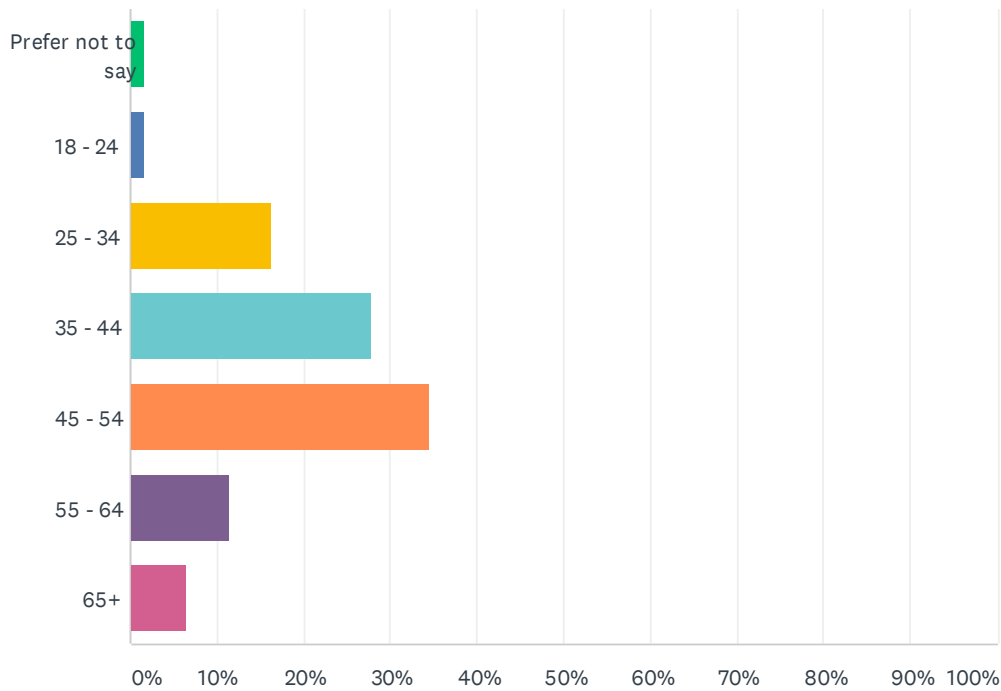
Answered: 61 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------|-----------|-----------|
| Pupil | 3.28% | 2 |
| Barrister QC | 19.67% | 12 |
| Barrister Junior | 77.05% | 47 |
| TOTAL | | 61 |

Q3 How old are you?

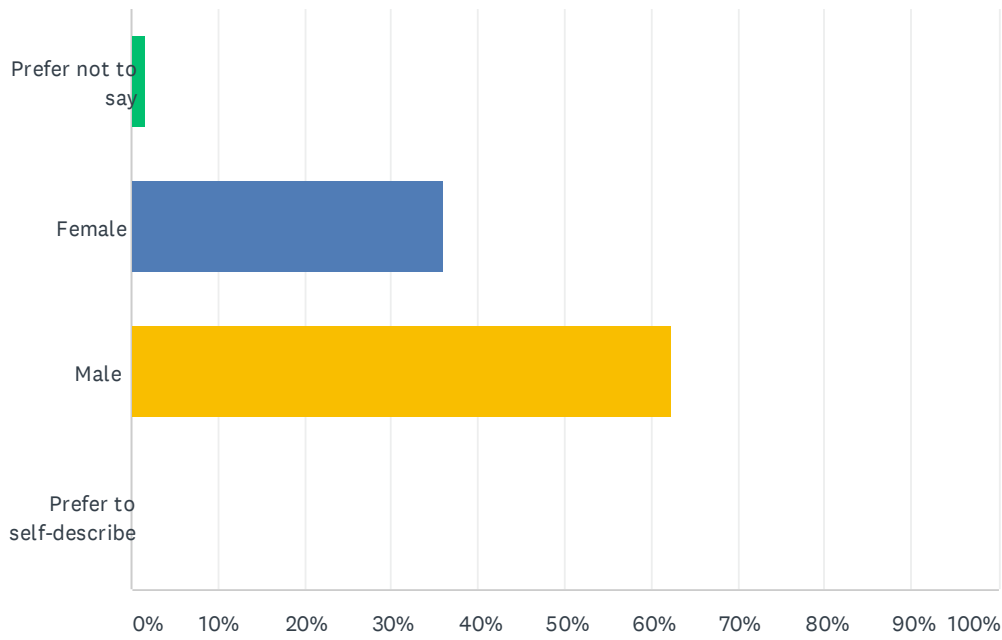
Answered: 61 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Prefer not to say | 1.64% | 1 |
| 18 - 24 | 1.64% | 1 |
| 25 - 34 | 16.39% | 10 |
| 35 - 44 | 27.87% | 17 |
| 45 - 54 | 34.43% | 21 |
| 55 - 64 | 11.48% | 7 |
| 65+ | 6.56% | 4 |
| TOTAL | | 61 |

Q4 What best describes your gender?

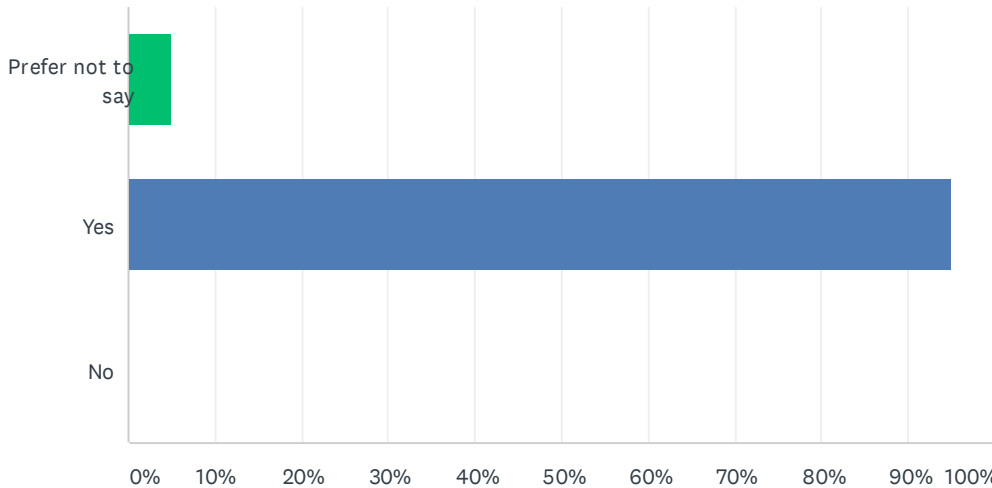
Answered: 61 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|-------------------------|-----------|-----------|
| Prefer not to say | 1.64% | 1 |
| Female | 36.07% | 22 |
| Male | 62.30% | 38 |
| Prefer to self-describe | 0.00% | 0 |
| TOTAL | | 61 |

Q5 Is your gender identity the same as the sex that you were assigned at birth?Gender Identity: This 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.

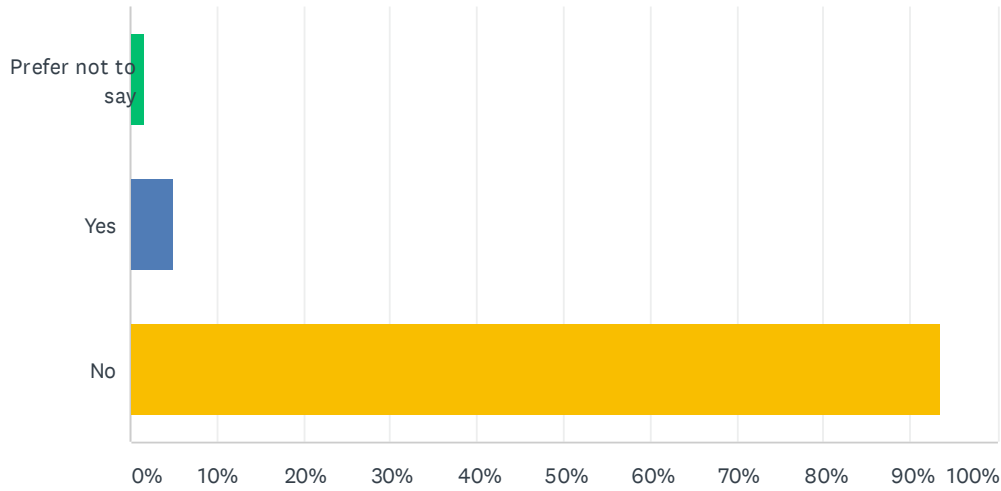
Answered: 61 Skipped: 0



| ANSWER CHOICES | RESPONSES |
|-------------------|-----------|
| Prefer not to say | 4.92% 3 |
| Yes | 95.08% 58 |
| No | 0.00% 0 |
| TOTAL | 61 |

Q6 Do you consider yourself to have a disability (a mental or physical impairment that has a substantial and long-term adverse effect on your ability to carry out normal day-to-day activities)?

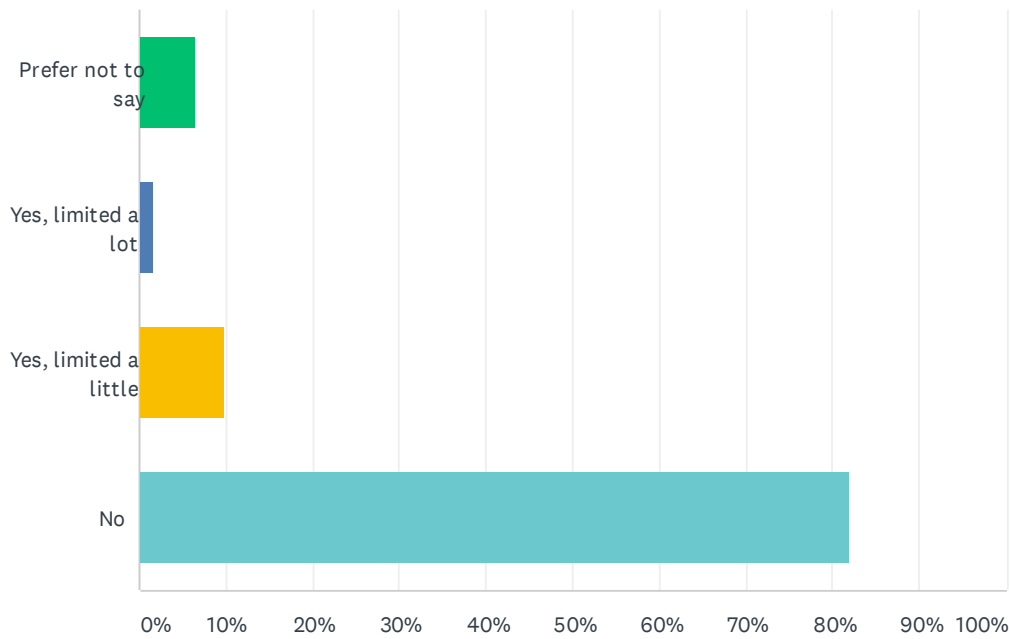
Answered: 61 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Prefer not to say | 1.64% | 1 |
| Yes | 4.92% | 3 |
| No | 93.44% | 57 |
| TOTAL | | 61 |

Q7 Are your day-to-day activities limited or affected by a health problem or disability that has lasted, or is expected to last, at least 12 months?

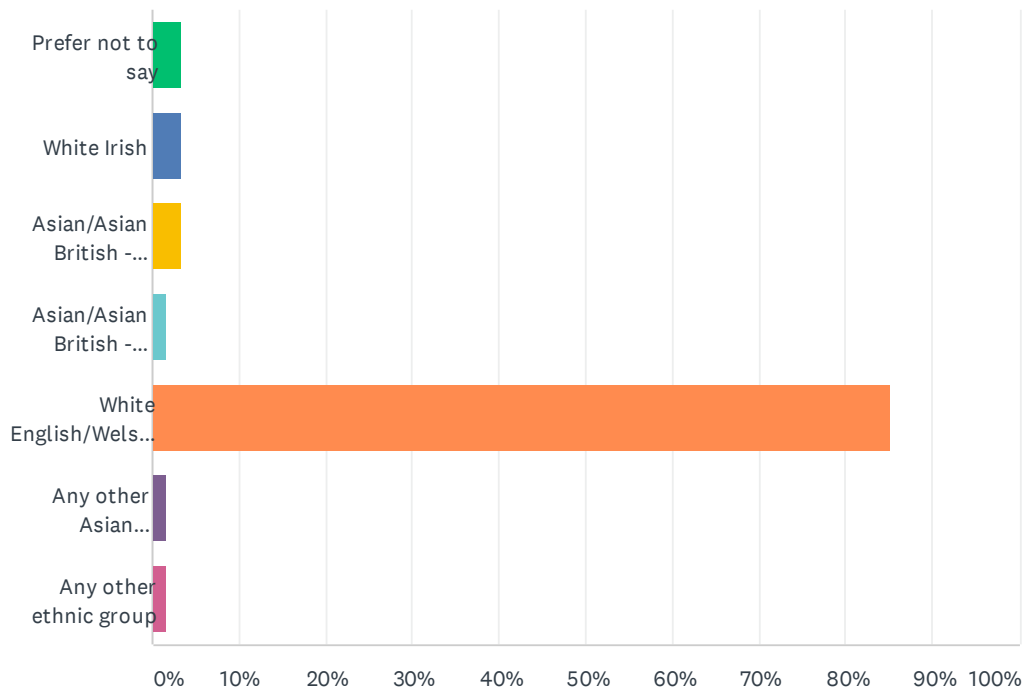
Answered: 61 Skipped: 0



| ANSWER CHOICES | RESPONSES |
|-----------------------|-----------|
| Prefer not to say | 6.56% 4 |
| Yes, limited a lot | 1.64% 1 |
| Yes, limited a little | 9.84% 6 |
| No | 81.97% 50 |
| TOTAL | 61 |

Q8 Choose one option that you feel best describes your ethnic group or background

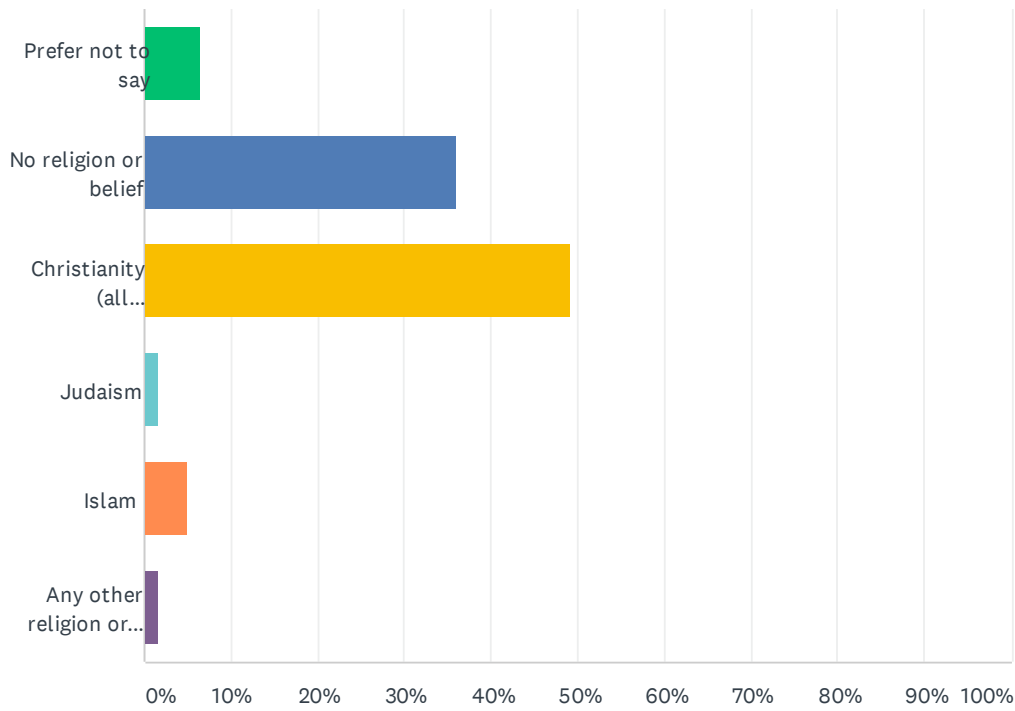
Answered: 61 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|--|-----------|-----------|
| Prefer not to say | 3.28% | 2 |
| White Irish | 3.28% | 2 |
| Asian/Asian British - Pakistani | 3.28% | 2 |
| Asian/Asian British - Bangladeshi | 1.64% | 1 |
| White English/Welsh/Scottish/Northern Irish/British | 85.25% | 52 |
| Any other Asian background (write in any other ethnic group) | 1.64% | 1 |
| Any other ethnic group | 1.64% | 1 |
| TOTAL | | 61 |

Q9 What is your religion or belief system?

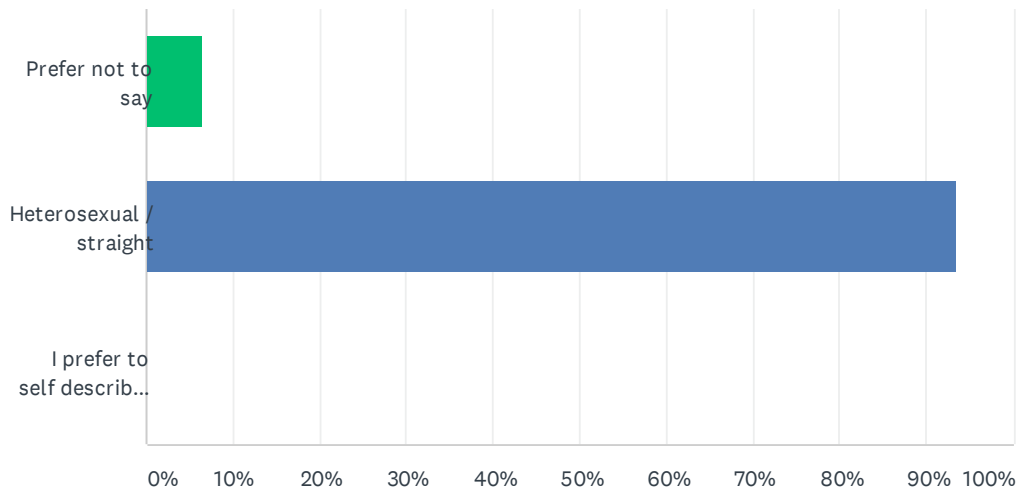
Answered: 61 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------------------------|-----------|-----------|
| Prefer not to say | 6.56% | 4 |
| No religion or belief | 36.07% | 22 |
| Christianity (all denominations) | 49.18% | 30 |
| Judaism | 1.64% | 1 |
| Islam | 4.92% | 3 |
| Any other religion or belief | 1.64% | 1 |
| TOTAL | | 61 |

Q10 What is your sexual orientation?

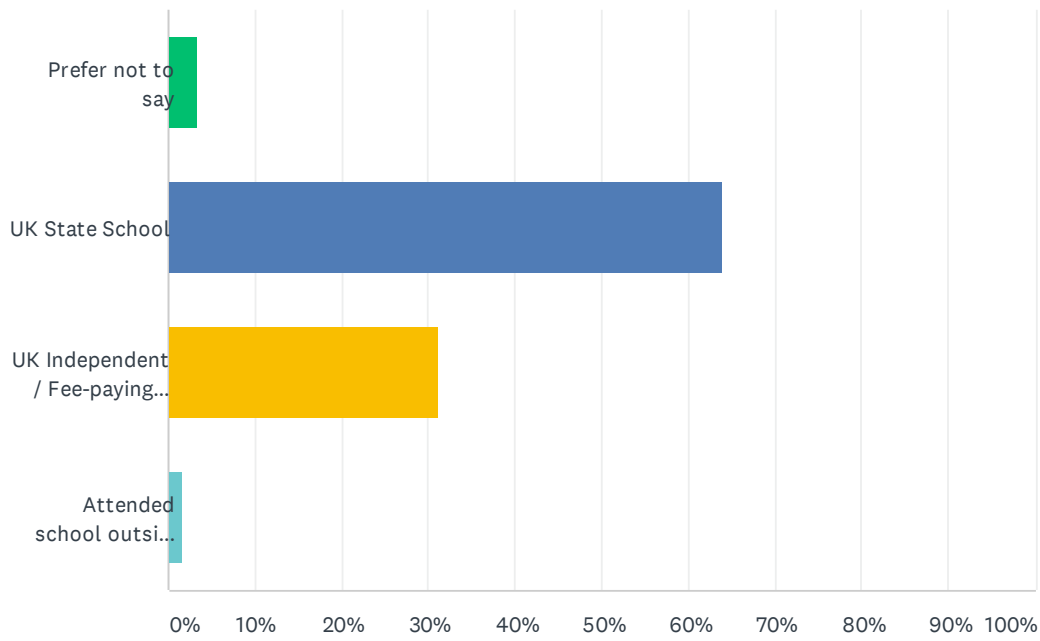
Answered: 61 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|---------------------------------------|-----------|-----------|
| Prefer not to say | 6.56% | 4 |
| Heterosexual / straight | 93.44% | 57 |
| I prefer to self describe as follows: | 0.00% | 0 |
| TOTAL | | 61 |

Q11 Did you mainly attend a state or fee paying school between the ages of 5 - 11?

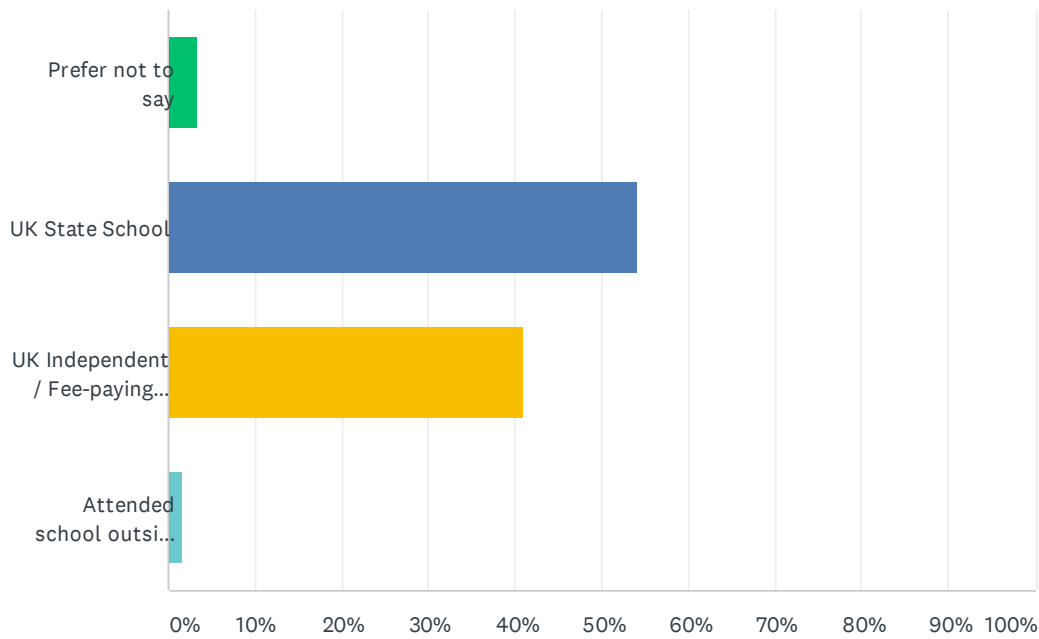
Answered: 61 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------------------|-----------|-----------|
| Prefer not to say | 3.28% | 2 |
| UK State School | 63.93% | 39 |
| UK Independent / Fee-paying school | 31.15% | 19 |
| Attended school outside the UK | 1.64% | 1 |
| TOTAL | | 61 |

Q12 Did you mainly attend a state or fee paying school between the ages 11 - 18?

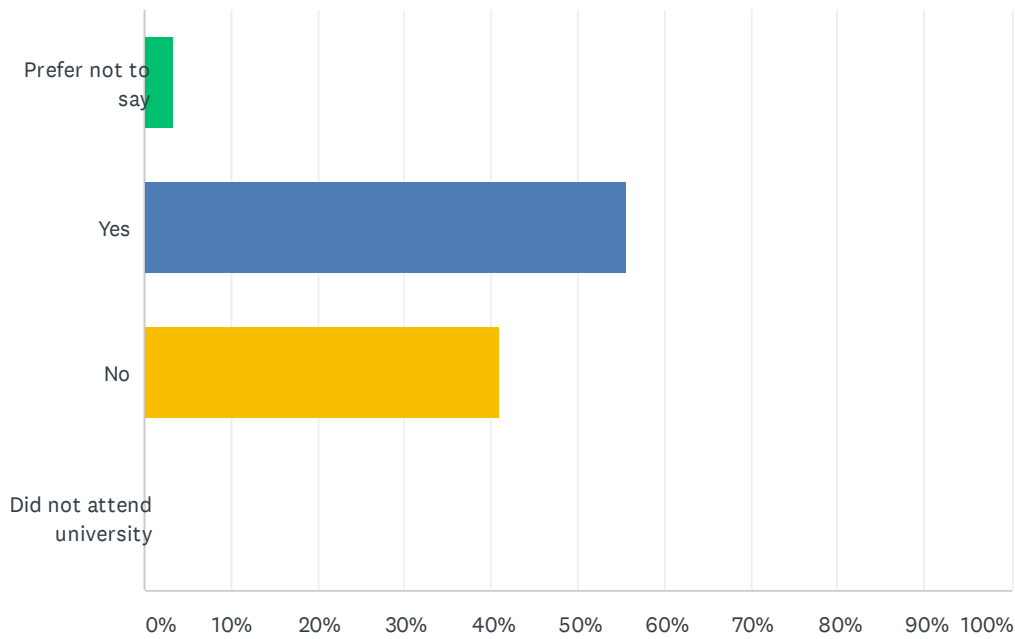
Answered: 61 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------------------|-----------|-----------|
| Prefer not to say | 3.28% | 2 |
| UK State School | 54.10% | 33 |
| UK Independent / Fee-paying school | 40.98% | 25 |
| Attended school outside the UK | 1.64% | 1 |
| TOTAL | | 61 |

Q13 If you attended university, were you part of the first generation of your family to do so?

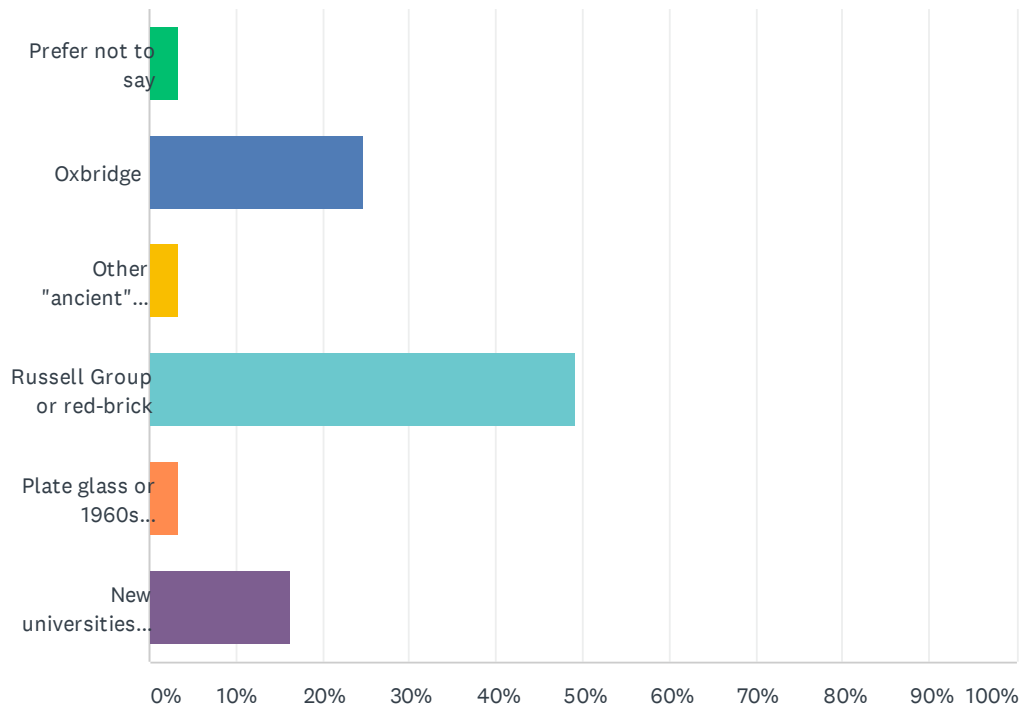
Answered: 61 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|---------------------------|-----------|-----------|
| Prefer not to say | 3.28% | 2 |
| Yes | 55.74% | 34 |
| No | 40.98% | 25 |
| Did not attend university | 0.00% | 0 |
| TOTAL | | 61 |

Q14 If you attended university, what kind of university did you attend?

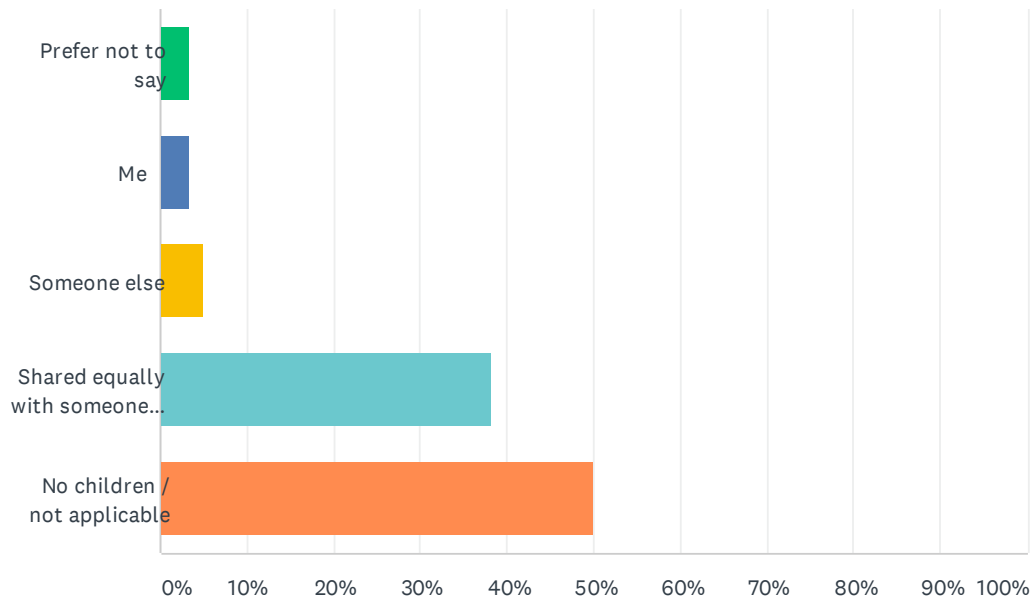
Answered: 61 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|--|-----------|-----------|
| Prefer not to say | 3.28% | 2 |
| Oxbridge | 24.59% | 15 |
| Other "ancient" university | 3.28% | 2 |
| Russell Group or red-brick | 49.18% | 30 |
| Plate glass or 1960s universities | 3.28% | 2 |
| New universities (including former Polytechnics) | 16.39% | 10 |
| TOTAL | | 61 |

Q15 If you have children aged under 18, who has primary care for them?

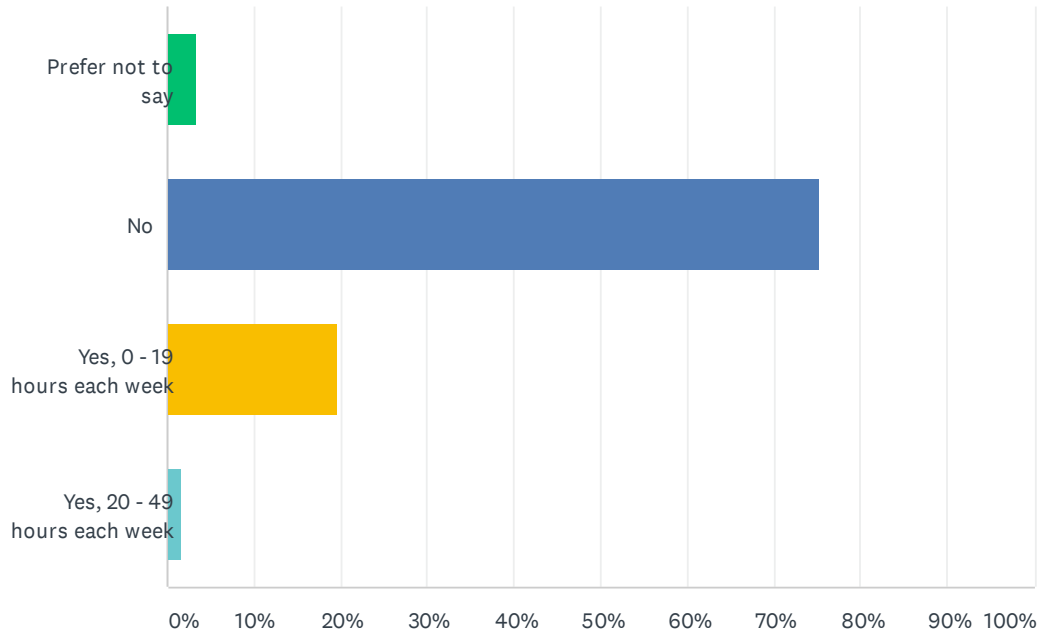
Answered: 60 Skipped: 1



| ANSWER CHOICES | RESPONSES |
|----------------------------------|-----------|
| Prefer not to say | 3.33% 2 |
| Me | 3.33% 2 |
| Someone else | 5.00% 3 |
| Shared equally with someone else | 38.33% 23 |
| No children / not applicable | 50.00% 30 |
| TOTAL | 60 |

Q16 Do you look after, or give help or support to family members, friends, neighbours or others because of either long -term physical or mental ill-health / disability or problems related to old age?

Answered: 61 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------------|-----------|-----------|
| Prefer not to say | 3.28% | 2 |
| No | 75.41% | 46 |
| Yes, 0 - 19 hours each week | 19.67% | 12 |
| Yes, 20 - 49 hours each week | 1.64% | 1 |
| TOTAL | | 61 |

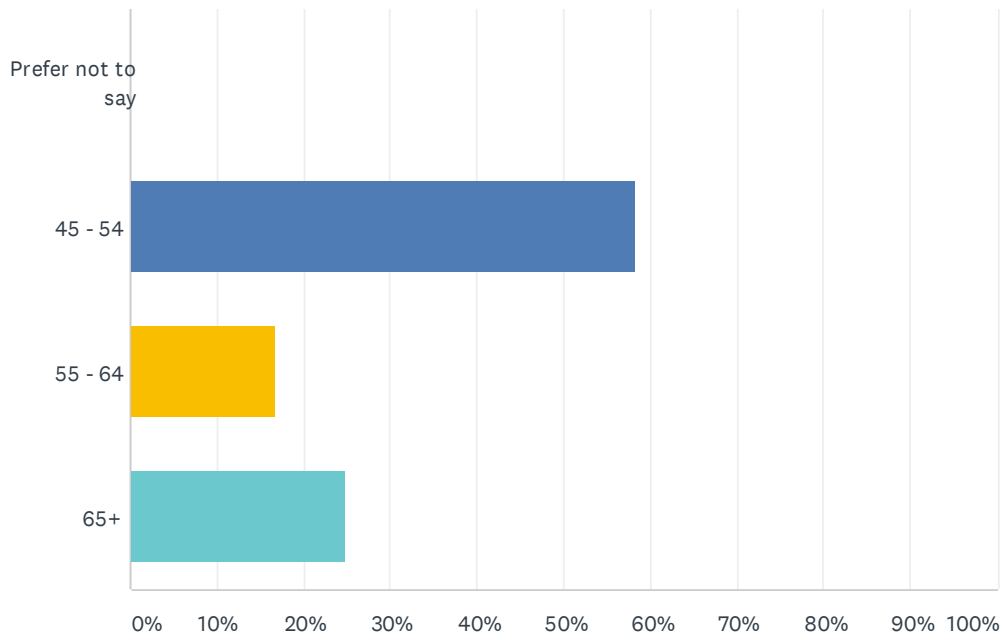


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Diversity Data for QCs

Q3 How old are you?

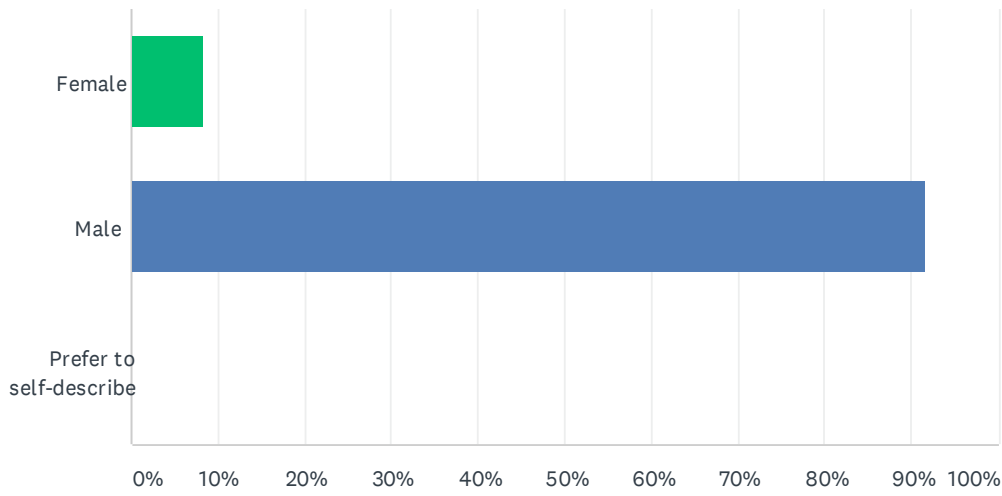
Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|-----------|
| Prefer not to say | 0.00% | 0 |
| 45 - 54 | 58.33% | 7 |
| 55 - 64 | 16.67% | 2 |
| 65+ | 25.00% | 3 |
| TOTAL | | 12 |

Q4 What best describes your gender?

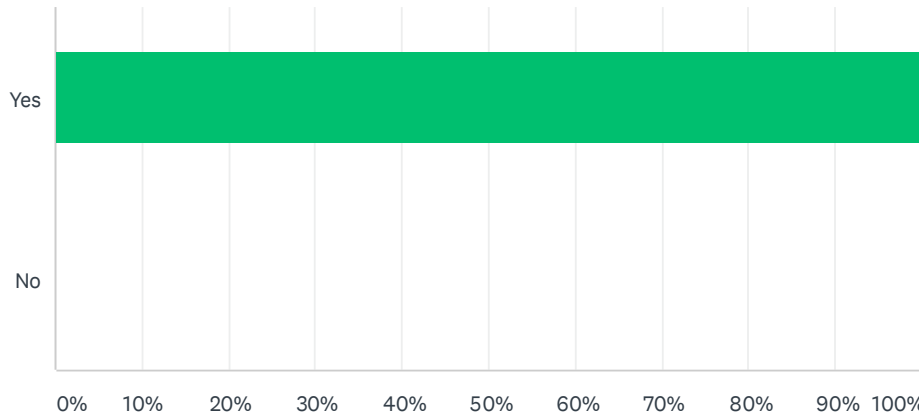
Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|-------------------------|-----------|-----------|
| Female | 8.33% | 1 |
| Male | 91.67% | 11 |
| Prefer to self-describe | 0.00% | 0 |
| TOTAL | | 12 |

Q5 Is your gender identity the same as the sex that you were assigned at birth?Gender Identity: This 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.

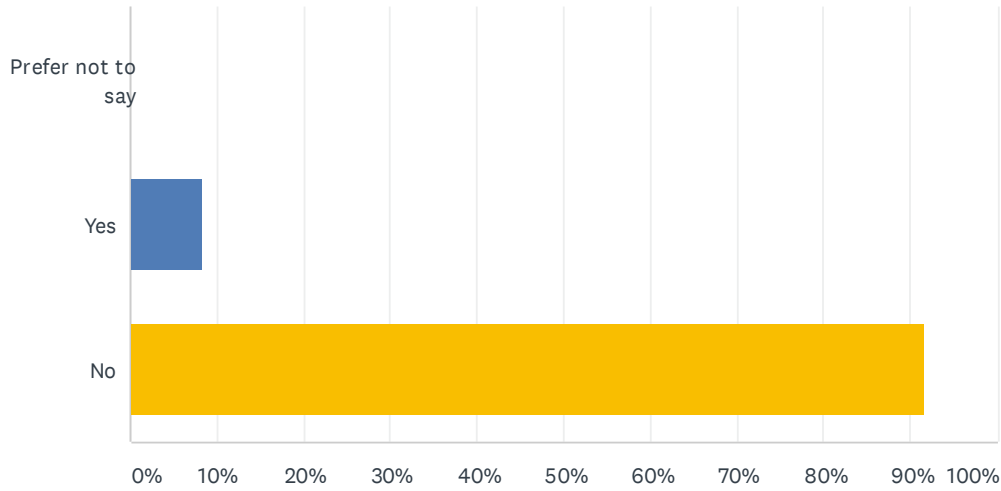
Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|-----------|
| Yes | 100.00% | 12 |
| No | 0.00% | 0 |
| TOTAL | | 12 |

Q6 Do you consider yourself to have a disability (a mental or physical impairment that has a substantial and long-term adverse effect on your ability to carry out normal day-to-day activities)?

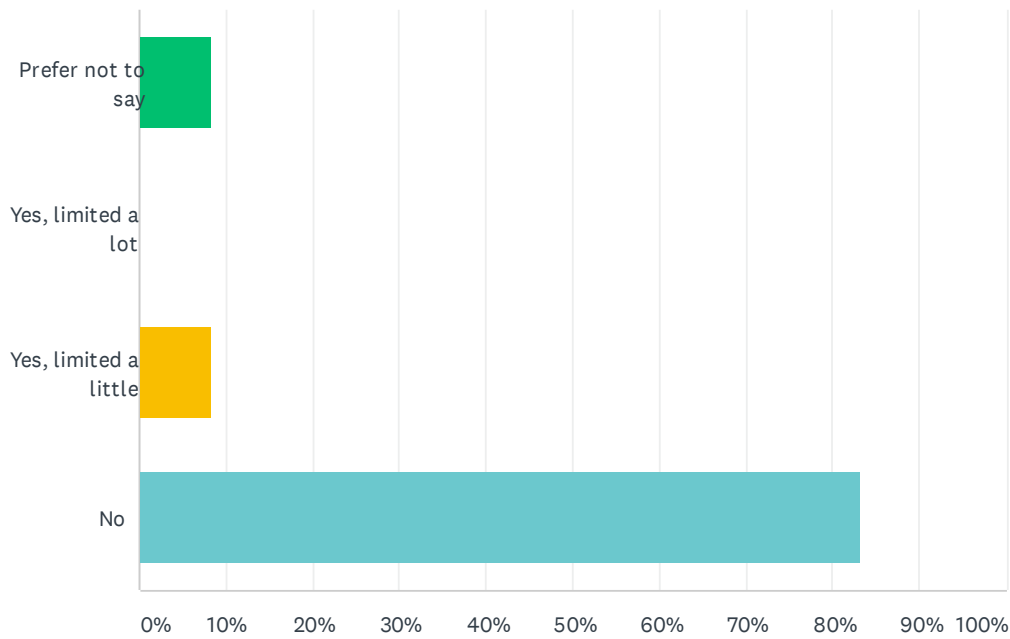
Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES |
|-------------------|-----------|
| Prefer not to say | 0.00% 0 |
| Yes | 8.33% 1 |
| No | 91.67% 11 |
| TOTAL | 12 |

Q7 Are your day-to-day activities limited or affected by a health problem or disability that has lasted, or is expected to last, at least 12 months?

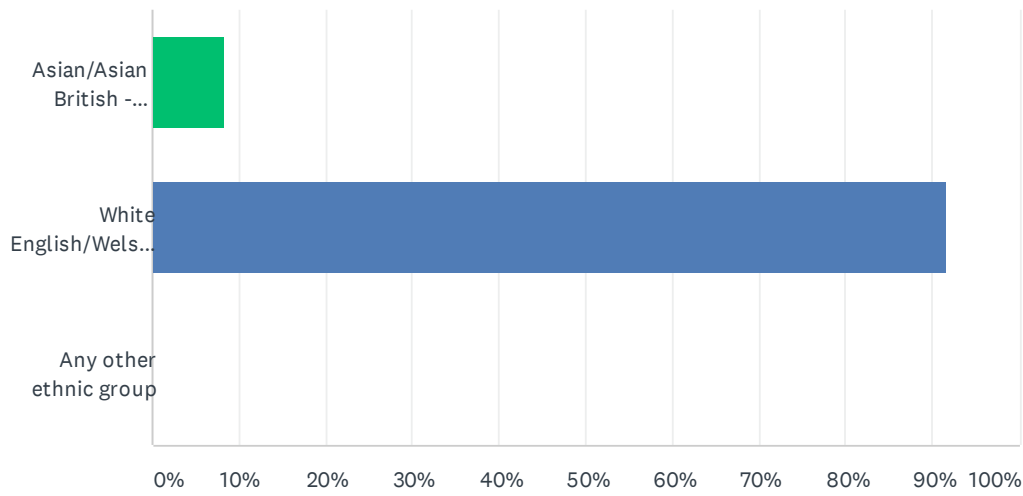
Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|-----------------------|-----------|-----------|
| Prefer not to say | 8.33% | 1 |
| Yes, limited a lot | 0.00% | 0 |
| Yes, limited a little | 8.33% | 1 |
| No | 83.33% | 10 |
| TOTAL | | 12 |

Q8 Choose one option that you feel best describes your ethnic group or background

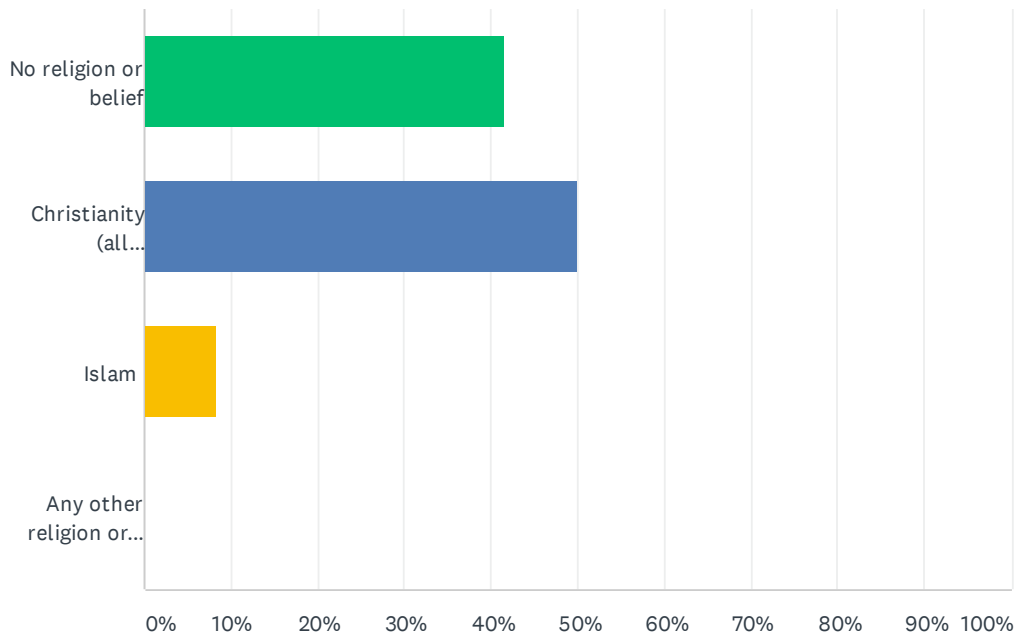
Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES |
|---|-----------|
| Asian/Asian British - Pakistani | 8.33% 1 |
| White English/Welsh/Scottish/Northern Irish/British | 91.67% 11 |
| Any other ethnic group | 0.00% 0 |
| TOTAL | 12 |

Q9 What is your religion or belief system?

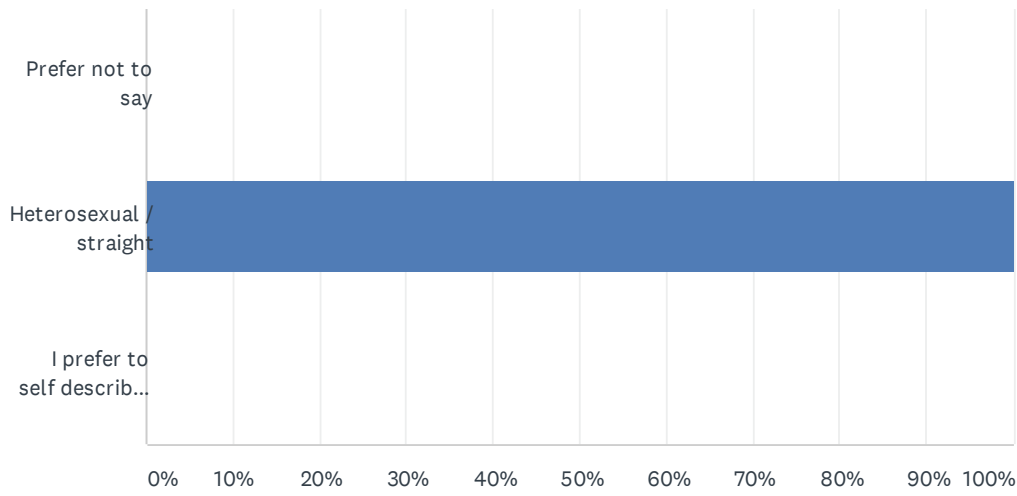
Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------------------------|-----------|-----------|
| No religion or belief | 41.67% | 5 |
| Christianity (all denominations) | 50.00% | 6 |
| Islam | 8.33% | 1 |
| Any other religion or belief | 0.00% | 0 |
| TOTAL | | 12 |

Q10 What is your sexual orientation?

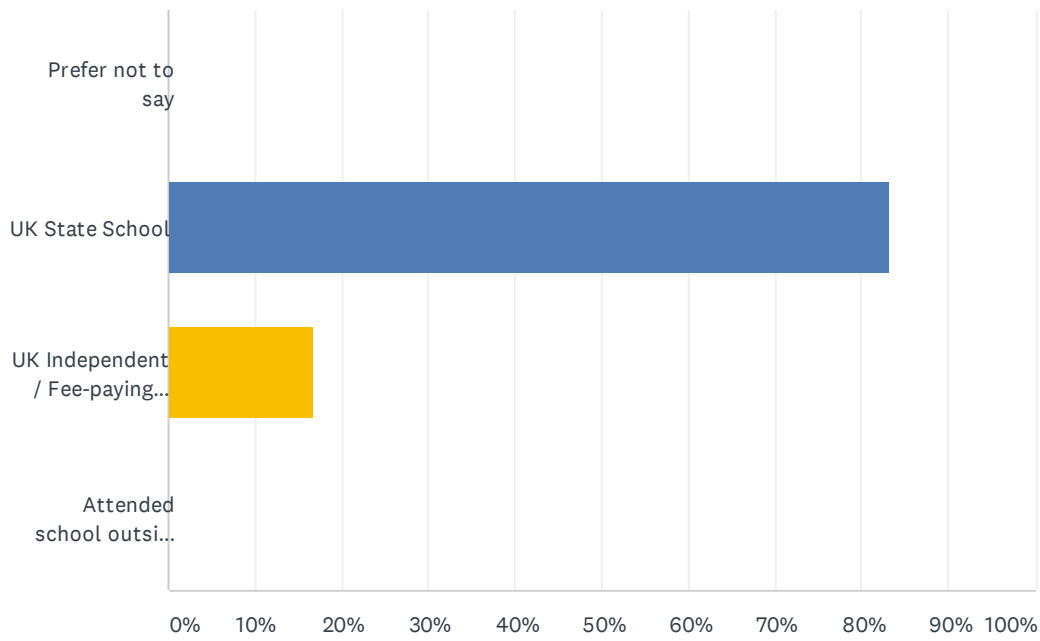
Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|---------------------------------------|-----------|-----------|
| Prefer not to say | 0.00% | 0 |
| Heterosexual / straight | 100.00% | 12 |
| I prefer to self describe as follows: | 0.00% | 0 |
| TOTAL | | 12 |

Q11 Did you mainly attend a state or fee paying school between the ages of 5 - 11?

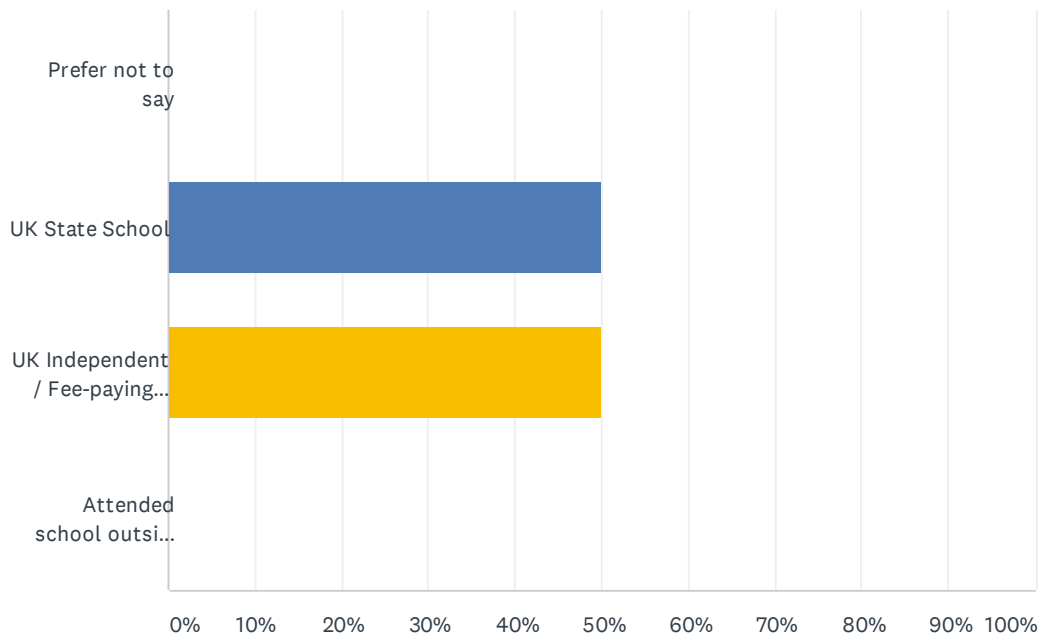
Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------------------|-----------|-----------|
| Prefer not to say | 0.00% | 0 |
| UK State School | 83.33% | 10 |
| UK Independent / Fee-paying school | 16.67% | 2 |
| Attended school outside the UK | 0.00% | 0 |
| TOTAL | | 12 |

Q12 Did you mainly attend a state or fee paying school between the ages 11 - 18?

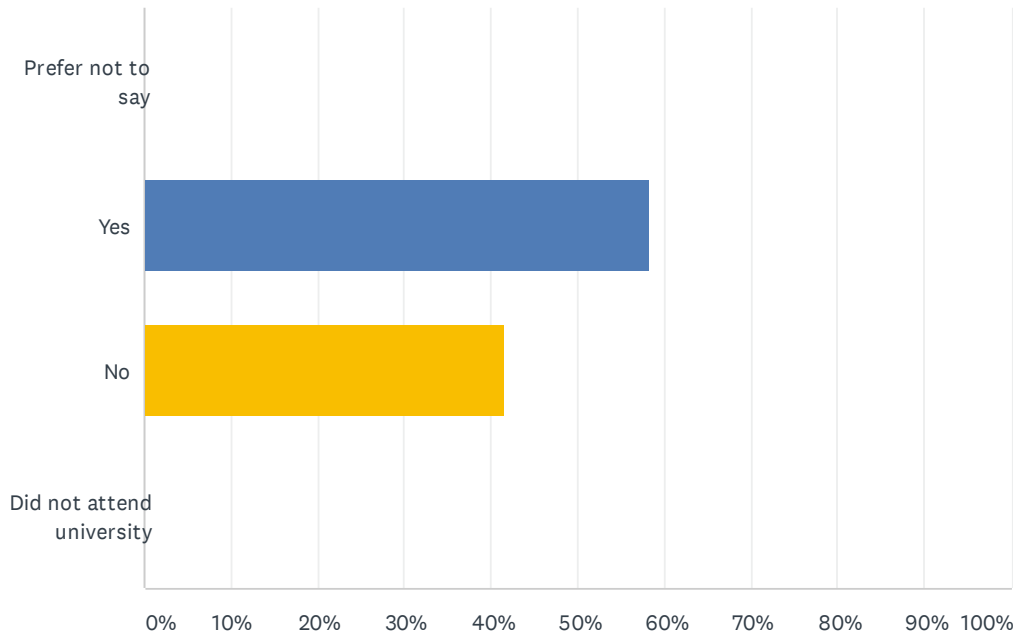
Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------------------|-----------|-----------|
| Prefer not to say | 0.00% | 0 |
| UK State School | 50.00% | 6 |
| UK Independent / Fee-paying school | 50.00% | 6 |
| Attended school outside the UK | 0.00% | 0 |
| TOTAL | | 12 |

Q13 If you attended university, were you part of the first generation of your family to do so?

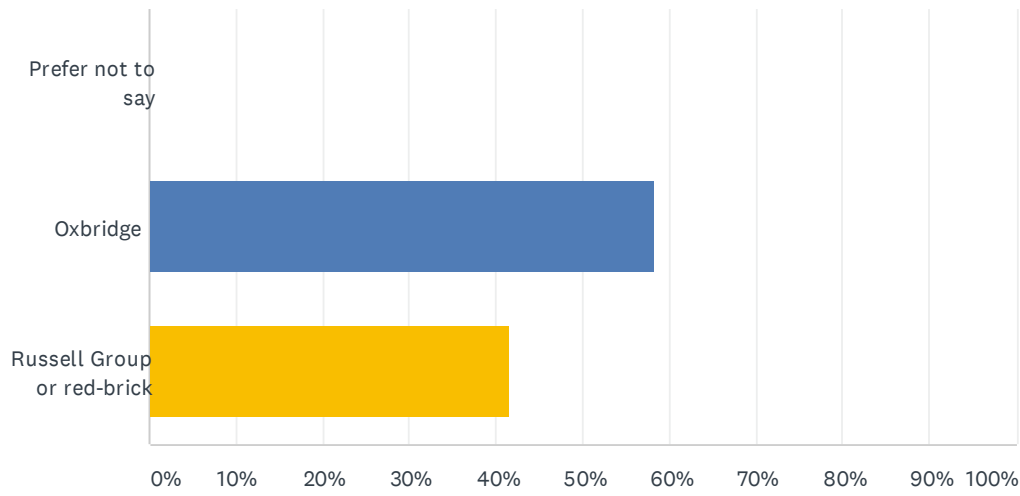
Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES |
|---------------------------|-----------|
| Prefer not to say | 0.00% 0 |
| Yes | 58.33% 7 |
| No | 41.67% 5 |
| Did not attend university | 0.00% 0 |
| TOTAL | 12 |

Q14 If you attended university, what kind of university did you attend?

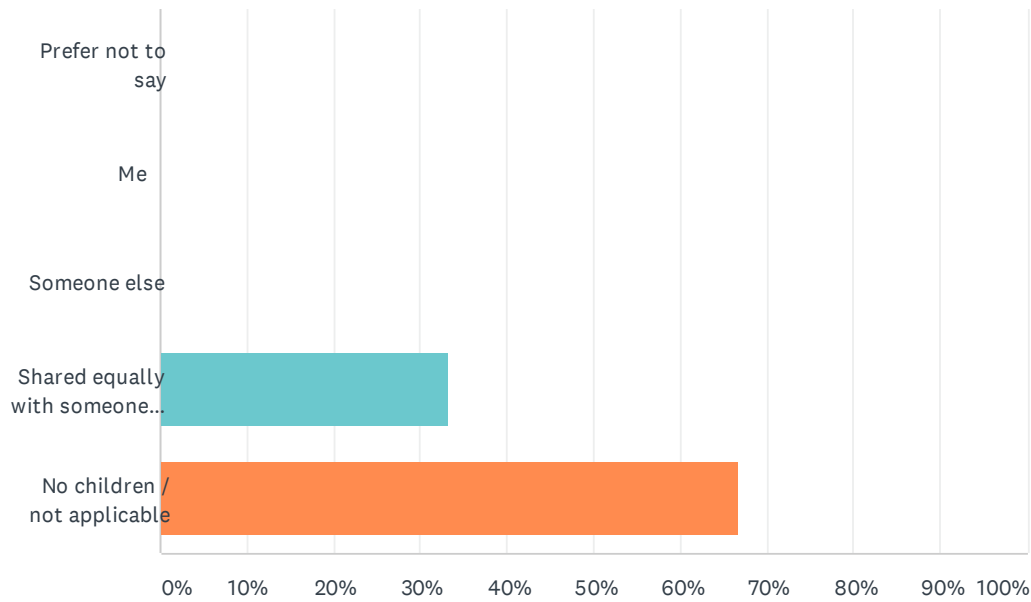
Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------------------|-----------|-----------|
| Prefer not to say | 0.00% | 0 |
| Oxbridge | 58.33% | 7 |
| Russell Group or red-brick | 41.67% | 5 |
| TOTAL | | 12 |

Q15 If you have children aged under 18, who has primary care for them?

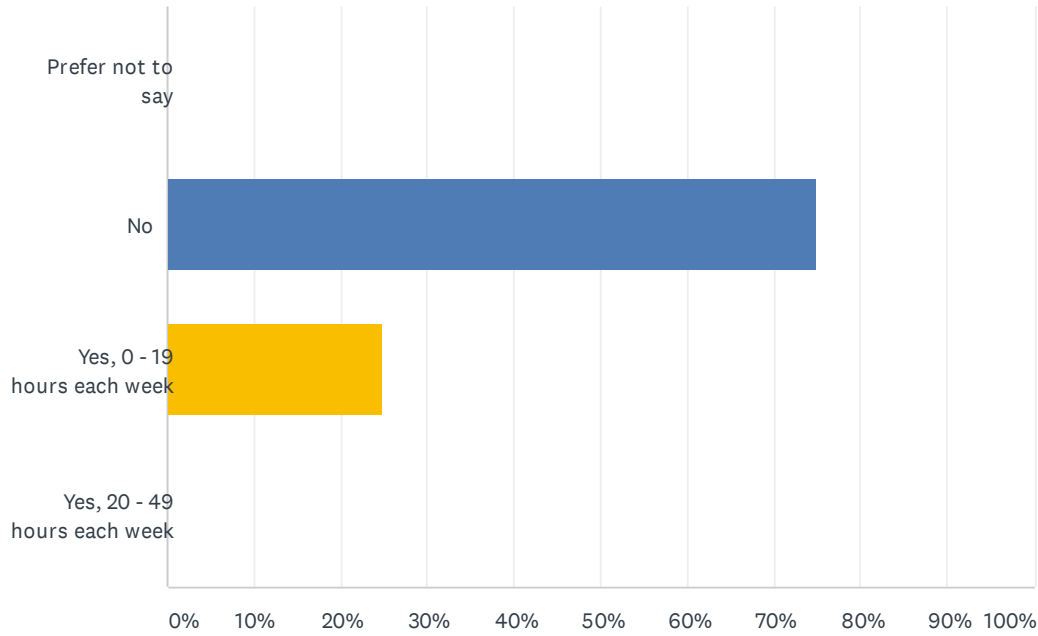
Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------------------------|-----------|-----------|
| Prefer not to say | 0.00% | 0 |
| Me | 0.00% | 0 |
| Someone else | 0.00% | 0 |
| Shared equally with someone else | 33.33% | 4 |
| No children / not applicable | 66.67% | 8 |
| TOTAL | | 12 |

Q16 Do you look after, or give help or support to family members, friends, neighbours or others because of either long -term physical or mental ill-health / disability or problems related to old age?

Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------------|-----------|-----------|
| Prefer not to say | 0.00% | 0 |
| No | 75.00% | 9 |
| Yes, 0 - 19 hours each week | 25.00% | 3 |
| Yes, 20 - 49 hours each week | 0.00% | 0 |
| TOTAL | | 12 |