



Equality, Diversity, and Inclusion Survey Report

In 2022, we undertook a survey of our members to understand whether they had experienced bullying, harassment, discrimination, or another form of unwelcome or unacceptable behaviour at the Inn and to help us obtain a clearer picture of the demographics of our membership. This was, in part, prompted by the [2021 Bar Council working lives survey](#). Its findings on experiences of bullying, harassment and discrimination within the profession were bleak, with 1 in 3 reporting personal experiences in these areas in the past 2 years. We wanted to understand to what extent these experiences were mirrored within the Inn itself and how we could make things better.

We engaged an independent external consultant, the Institute of Employment Studies (IES), to deliver the survey and analyse the results. IES delivered its report earlier this year (enclosed). Since then, our Equality, Diversity, and Inclusion Committee has analysed the report and considered the actions to be taken. Their conclusions so far have led to the initial action plan enclosed with this report and will feed into the next iteration of [our overall EDI action plan](#), to be published early in 2024.

We are very grateful to all those who took part in the survey. Although the response rate was relatively low it has still given us valuable information about members' experiences and diversity profiles. We are especially grateful that so many members took the time to provide detailed comments. While the published report includes only a few of these, we have all the comments and are using them to inform our work.

The results of the survey show that the demographics of our members in practice in England and Wales are consistent with the profession as a whole, suggesting that further work is needed on improving access to the profession and retaining and supporting the progress of women, those from ethnic minority backgrounds, and those from less advantaged backgrounds. We can build on existing work in this respect such as our programme of diversity and inclusion events, our new social mobility prize for undergraduates, and work to improve diversity amongst our Benchers.

While the Inn is only one player in the work to improve the diversity of the profession at all levels, it is our direct responsibility to make sure that everyone is made to feel welcome and treated with respect at the Inn. We were therefore dismayed that 12% of respondents had experienced or witnessed bullying, harassment, discrimination, or another form of unwelcome or unacceptable behaviour while using an Inn service or attending an Inn event in the past five years.

It is unacceptable that so many of our members have had these kinds of experiences in their interactions at the Inn and we need to do more to stamp out this type of behaviour. At the end of last year we published our [Code of Conduct](#) for members. We expect all members to adhere to and support this code and we want to know when this does not happen. However, we also need to know about it to be able to act. Information about our [complaints policy](#) can be found on our website. Where we receive complaints about the behaviour of individuals we always take action.

While a formal complaint enables us to tackle unacceptable behaviour directly, we appreciate that people may not wish to make a complaint for a variety of reasons. Therefore, we are working on establishing a system for people to raise concerns anonymously. While this will not replace our complaints policy, we hope that providing this route to raising concerns will improve rates of reporting so that we are made aware of issues and can take action.

Thank you again to all those who took part in this survey. The information you provided is helping to shape our continued improvements in diversity and inclusion.

The Rt Hon Sir Geoffrey Vos, Treasurer of Lincoln's Inn
Chief Chancery Master Karen Shuman, Chair of the Lincoln's Inn Equality, Diversity, and Inclusion Committee

Initial Action Plan

These actions will be carried out over the next 12 months.

1. Establish a programme of diversity and inclusion training and awareness raising for all Benchers and those who volunteer with the Inn to improve inclusive behaviour and equip them with the tools to challenge non-inclusive behaviour.
2. Set up an anonymised reporting mechanism for people to raise concerns, that will sit alongside our existing complaints policy and process. We will also explore other ways to gather more detailed and contemporaneous feedback on EDI issues at the Inn.
3. Continue promoting our Code of Conduct regularly and often so that all members are clear about our expected standards of behaviour and how to raise concerns.
4. Expand our existing mentoring scheme to all members. Those taking part will be able to request a mentor for a range of issues, including diversity and inclusion issues as well as advice on their careers.
5. Introduce a buddy system for new Benchers so they feel more included and comfortable in their new role and so are better able to help us promote the inclusive environment we are striving for.
6. Continue our varied range of diversity and inclusion events, ensuring that these events cover as wide a range of topics as possible, and celebrating and highlighting as many cultural and religious festivals and awareness days as possible, so that all our members feel seen, heard, and included.
7. Use the survey report to inform our next overarching EDI action plan, as well as incorporating the above points into the plan.

Equality, Diversity and Inclusion at Lincoln's Inn

Results from a survey of members

Matthew Williams

Institute for Employment Studies

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Inclusive Terminology

The terminology used to define ethnicity continues to evolve, and greater awareness has arisen about gender, cognitive differences as well as of disability. IES seeks to be a learning organisation; as such we are adapting our practice in line with these shifts. We aim to be specific when referring to each individual's ethnicity and use their own self-descriptor wherever possible. Where this is not feasible, we are aligned with Race Disparity Unit (RDU) which uses the term 'ethnic minorities' to refer to all ethnic groups except white British. RDU does not use the terms BAME (black, Asian, and minority ethnic) or BME (black and minority ethnic) as these terms emphasise certain ethnic groups and exclude others. It also recommends not capitalising ethnic groups, (such as 'black' or 'white') unless that group's name includes a geographic place. More broadly, we understand that while individuals may have impairments it is society that disables them, hence we refer to disabled people. Not all people identify with male or female and we reflect their self-descriptions in our work and use the term non-binary should abbreviation be necessary. We value neurodiversity. Where possible we always use people's self-descriptors rather than impose categories upon them.

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Executive summary

This report presents the findings from a survey of members of the Honourable Society of Lincoln's Inn, to explore issues around equality, diversity and inclusion.

The purpose of the survey was:

- To understand the current diversity profile of the Inn and its 3 main membership groups (Benchers, Hall, Students);
- To understand which diverse groups are under-represented to enable us to take action to address this; and
- To learn about members' experience of non-inclusive behaviours at the Inn; and
- To collect ideas for how we can improve diversity and inclusion at the Inn.

Key findings

The key findings from the analysis of the survey are as follows:

Profile of survey respondents

In comparing the profile of survey respondents by demographic and social characteristics with the profile of the population or workforce as a whole, there were some substantial differences.

- Respondents were much more likely to have attended independent or fee paying schools than workers in general – 39% had attended an independent or fee paying school, while it is estimated that 6% of all children are at private schools, with this rising to 17% of those in sixth forms.
- Disabled respondents account for a smaller proportion than in the workforce as a whole – 10% of respondents reported that they were disabled according to the Equality Act definition, compared with 16% of all workers in England;
- The respondent profile is male dominated, with female respondents accounting for 38% of the total, compared with 48% of all workers in England;
- The religious profile of the respondent population was broadly in line with that of the population of England – 45% of respondents reported they were Christian, compared with 49% among the whole population, and 41% reported no religion, compared with 39% of all people;
- There is a higher proportion of people from ethnic minority backgrounds – 20% compared with 16% among all workers in England; and

- The proportion of people who report their sexual orientation as other than heterosexual/straight was much higher among respondents than among the adult population as a whole, with 13% of respondents stating they are lesbian, gay, bisexual or some other sexual orientation compared with around 4% of all adults in England and Wales.

Experiences of bullying, harassment and discrimination

The survey asked respondents whether they had experienced or witnessed discrimination, bullying or harassment whilst using a service provided by the Inn, or attending an event or other occasion organised by the Inn, in the past five years. Those who had experienced or witnessed such behaviour were asked a number of follow-up questions about the nature of the experience and its impact on them. Key points to note are:

- Across all members working in England and Wales, one in eight (12.4%) had experienced or witnessed bullying, harassment or discrimination;
- Certain groups were more likely than others to have experienced or witnessed these non-inclusive behaviours:
 - Benchers were twice as likely as Hall Members to have experienced or witnessed non-inclusive behaviours (20% and 10% respectively);
 - Female members were nearly twice as likely as male members to have experienced or witnessed such behaviours (16% and 9% respectively);
 - Nearly one in four members from ethnic minority backgrounds (22%) had experienced or witnessed such behaviours, compared with 10% of white members;
 - Younger members aged under 35 were twice as likely as those aged 35 and over to have experienced or witnessed non-inclusive behaviours (20% and 10% respectively);
 - Members with a disability were much more likely than non-disabled members to have experienced or witnessed non-inclusive behaviours – around one in five members with a disability (20%) reported experiencing or witnessing such behaviours, and this figure was even higher among those whose day-to-day activities were limited a lot by a disability, at 36%;
 - One in four (24%) members who reported that their sexual orientation was something other than heterosexual/straight had experienced or witnessed non-inclusive behaviours; and
 - Members who gave their religion as something other than Christian were significantly more likely than those with Christian beliefs or no religion to have experienced or witnessed discrimination or other unacceptable behaviour (19%, compared with 9% for Christians and 10% for those with no religion).
- Among members who reported experiencing or witnessing bullying, harassment or discrimination, one in three (33%) said that it had occurred once, 58% said that it had occurred more than once but occasionally, and 8% said that it had occurred frequently;

- Members with a disability, and female members, were more likely than other members to say it had occurred more than once;
- Incidents of non-inclusive behaviour were most commonly reported occurring at education events (39% of those who experienced or witnessed them); while around one in four (27%) said they had occurred at social events, and one in ten (9%) said they had occurred while using the Inn's services or facilities;
- Benchers were more likely than other members to report experiencing or witnessing non-inclusive behaviour at social events (43% compared with 22% of other members);
- The most common form of non-inclusive behaviour was related to race, mentioned by 35% of those who had experienced or witnessed such behaviours, followed by gender (27%), sexual harassment (19%) and age (11%);
- The nature of the non-inclusive behaviour was strongly linked to the related protected characteristic:
 - Two thirds (67%) of members from ethnic minority backgrounds who experienced or witnessed non-inclusive behaviour said that it was linked to race;
 - Two fifths (42%) of female members who experienced or witnessed non-inclusive behaviour said that it was linked to gender;
 - One in three (32%) female members who experienced or witnessed non-inclusive behaviour said that it was sexual harassment, and that this was likely to have occurred at a social event; and
 - One in four (24%) of members aged 55 to 64 who experienced or witnessed non-inclusive behaviour said that it was linked to age.
- Two fifths (40%) of respondents who had experienced or witnessed non-inclusive behaviour said that the person responsible for those incidents was a Bencher, while 31% said that it was a Member of the Inn, 14% said it was an Employee of the Inn, and 20% said it was some other person;
- Around half of all respondents who experienced or witnessed non-inclusive behaviour said that they took some action as a result, although younger respondents aged 35 and under were much less likely to have taken any action (27% compared with 58% of older respondents);
- In terms of actions taken, the most common were:
 - Talking to a colleague about it (17% of all those witnessing/experiencing non-inclusive behaviour; 32% of those taking any action as a result);
 - Talking to the person responsible about their behaviour (16% of all those witnessing/experiencing non-inclusive behaviour; 30% of those taking any action as a result);
 - Reporting it to the Inn (13% of all those witnessing/experiencing non-inclusive behaviour; 25% of those taking any action as a result); and
 - Talking to the recipient of the behaviour, where it was something that had been witnessed by the respondent (12% of all those witnessing/experiencing non-inclusive behaviour; 23% of those taking any action as a result).

- Nearly three quarters (72%) of respondents who had experienced or witnessed non-inclusive behaviour reported that it had an impact on them, with female respondents (81%) and those from ethnic minority backgrounds (90%) being much more likely than others to report it having an impact;
- In terms of the type of impact:
 - Emotional impact was the most common, reported by 48% of all respondents who experienced/witnessed non-inclusive behaviour (and 65% of those who reported that the unacceptable behaviour had an impact on them, i.e. the 72% mentioned above);
 - A negative impact on the respondents' relationship with the Inn was reported by 39% of all respondents who experienced/witnessed non-inclusive behaviour (and 53% of those who reported any impacts); and
 - The other commonly reported type of impact was a mental health impact, which was mentioned by 15% of all respondents who experienced/witnessed non-inclusive behaviour (and 20% of those who reported any impacts).

Equality, diversity and inclusion activities at the Inn

The survey also asked for suggestions from respondents for support or activities that could be offered by the Inn to support and promote diversity and inclusion.

Around half of all survey respondents gave suggestions, and this proportion was higher among respondent from ethnic minority backgrounds and among respondents with a disability.

The most common suggestions focussed on:

- Race, religion or overseas barristers – suggestions included diversity events for other cultures, including understanding dietary requirements, as well as education sessions highlighting overseas members' contribution but also English legal sessions for overseas members, and additional support for students from ethnic minority backgrounds;
- Having more events outside of London – but also more online events, and suggestions for university outreach or activities in the regions, and more support in using the Inn's services for those who do not attend often due to their geographical location;
- Additional support for social mobility – more activities in state schools and more bursaries/scholarships; and
- EDI awareness activities including unconscious bias training.

1 Introduction

This report presents the findings from a survey of members of the Honourable Society of Lincoln's Inn into equality, diversity and inclusion (EDI) issues at the Inn, carried out by the Institute for Employment Studies.

1.1 Methodology

The questionnaire for the survey was initially developed by the EDI committee at Lincoln's Inn, and was then refined in discussion with IES. The questionnaire was then programmed onto the Snap Surveys platform by IES staff,

The survey was launched on 15th July 2022, with invitations to participate distributed by Lincoln's Inn via its mailing platform. There was a planned communication strategy involving reminders sent to different sections of the membership (Benchers, students etc.) at different times. The survey was kept open for three months, and was closed on 13th October 2022.

A total of 1,154 completed responses were received by the closing date. In addition, there were 39 partial responses that had answered the question on whether or not respondents had experienced or witnessed discrimination, bullying/harassment or other unacceptable behaviour, and so were included in the analysis dataset. Thus there were a total of 1,193 useable responses, giving a response rate of 7.6 per cent based on the total mailout population of 15,763.

1.2 Report structure

The report is structured as follows:

- Chapter 2 presents background characteristics of respondents who were working in England and Wales, as barristers, judges or undertaking Pupillage;
- Chapter 3 investigates the incidence of respondents experiencing or witnessing discrimination or other unacceptable behaviour, the type of behaviour experienced or witnessed (where, who by, what it was linked to etc.), what respondents did as a consequence and the impact that it had on them; and
- Chapter 4 presents suggestions from respondents as to what more the Inn could do to promote EDI.

2 Characteristics of respondents working in England and Wales

This chapter presents the breakdown of the responses from members working in England and Wales by the diversity characteristics, to provide context for the later analysis.

2.1 Gender

Just under two fifths of respondents working in England and Wales were female (38%), while just over three fifths were male (61%) and one per cent said that they preferred to use their own terms. The proportion of female respondents was highest among Pupils and Judges, and lowest among dual capacity barristers¹. Across all workers in England in 2022, 48 per cent were female.

Table 2.1 Respondents working in England and Wales by gender

	Employed	Self- Employed	Dual- capacity	Judge	Pupil	All working in E & W
Female	35.6	38.7	28.6	41.3	44.8	38.4
Male	63.2	60.7	66.7	58.7	55.2	60.8
Prefer own term	1.1	0.6	4.8	0.0	0.0	0.8
N=	87	478	21	46	29	661

Source: EDI survey

More than 99 per cent of respondents working in England and Wales said that their gender identity was the same as the gender they were at birth.

2.2 Age

Around one in five barristers working in England and Wales were aged under 35, while just over half were aged 35 to 54, and around 30 per cent were aged 55 and older. Pupils had the youngest age profile and judges the oldest.

¹ Dual capacity barristers are those who undertake both employed and self-employed work

Table 2.2 Respondents working in England and Wales by age

	Employed	Self-Employed	Dual-capacity	Judge	Pupil	All working in E & W
18-24	1.1	0.0	0.0	0.0	20.7	1.0
25-34	17.2	17.9	14.3	0.0	58.6	18.3
35-44	32.2	27.2	23.8	4.3	13.8	25.6
45-54	32.2	25.6	28.6	32.6	0.0	25.9
55-64	13.8	19.2	19.0	39.1	6.9	19.3
65-74	3.4	6.4	14.3	23.9	0.0	7.2
75 +	0.0	3.7	0.0	0.0	0.0	2.7
N=	87	485	21	46	29	668

Source: EDI survey

2.3 Ethnicity and nationality

One in five respondents (21%) were from ethnic minority backgrounds, with those from Asian backgrounds accounting for one in ten of all members, and half of those from ethnic minority backgrounds. The proportion of respondents from ethnic minority backgrounds was highest among dual capacity barrister and Pupils (48% and 36% respectively) and lowest among judges (11%). Across all workers in England in 2022, 16 per cent were from ethnic minority backgrounds.

Table 2.3 Respondents working in England and Wales by ethnicity

	Employed	Self-Employed	Dual-capacity	Judge	Pupil	All working in E & W
White	79.1	80.6	52.4	89.1	64.3	79.4
Mixed	5.8	4.3	9.5	2.2	3.6	4.5
Asian	7.0	10.3	23.8	4.3	17.9	10.2
Black	5.8	2.3	4.8	4.3	14.3	3.5
Other	2.3	2.5	9.5	0.0	0.0	2.4
N=	86	485	21	46	28	666

Source: EDI survey

Seven per cent of all members working in England and Wales had non-UK nationality, although among Pupils this proportion was much higher at around on in three Pupils (32%). Across all workers in England in 2022, just over 12 per cent had non-UK nationalities.

Table 2.4 Respondents working in England and Wales by nationality

	Employed	Self-Employed	Dual-capacity	Judge	Pupil	All working in E & W
UK	96.4	93.6	90.9	93.3	67.9	92.7
Other	3.6	6.4	9.1	6.7	32.1	7.3
N=	84	469	22	45	28	648

Source: EDI survey

2.4 Disability

Around one in ten respondents working in England and Wales (10%) reported that they had a disability according to the Equality Act definition², while a slightly higher proportion (12%) reported that they had a disability that limited their ability to carry out day-to-day activities – the main difference is that not all respondents who said that their disability limited their day-to-day activities a little felt that they were Equality Act disabled. Across all workers in England in 2022, 16 per cent were Equality Act disabled, and 18 per cent were disabled if those with work-limiting disabilities not meeting the Equality Act definition were also included.

These proportions were highest among Pupils, and lowest among those working as self-employed barristers.

Table 2.5 Respondents working in England and Wales by disability according to the Equality Act

	Employed	Self-Employed	Dual-capacity	Judge	Pupil	All working in E & W
Yes	15.9	8.1	9.5	10.9	14.3	9.6
No	84.1	91.9	90.5	89.1	85.7	90.4
N=	82	471	21	46	28	648

Source: EDI survey

² The Equality Act 2010 defines a person as having a disability if they have ‘a physical or mental impairment, which has a substantial long-term adverse effect on your ability to carry out normal day-to-day activities. Long term means 12 months or more.

Table 2.6 Respondents working in England and Wales by disability according to limiting day-to-day activities

	Employed	Self-Employed	Dual-capacity	Judge	Pupil	All working in E & W
Yes, a lot	3.6	2.3	5.0	4.3	0.0	2.6
Yes, a little	13.1	7.4	15.0	8.7	20.0	9.0
No	83.3	90.3	80.0	87.0	80.0	88.4
N=	84	472	20	46	25	647

Source: EDI survey

2.5 Sexual orientation

Just under nine out of ten respondents working in England and Wales (87%) reported that they were heterosexual/straight, while nearly seven per cent reported that they were a gay man/woman, and four per cent reported that they were bisexual. Data on the sexual orientation of those in employment are not yet available from the 2021 Census, but the proportion among the total population aged 16 and over who answered the question in the Census and reported that they were lesbian, gay bisexual or another sexual orientation excluding straight/heterosexual was just under four per cent.

The proportions reporting that they were heterosexual/straight were lowest among Pupils and employed barristers, and highest among judges.

Table 2.7 Respondents working in England and Wales by sexual orientation

	Employed	Self-Employed	Dual-capacity	Judge	Pupil	All working in E & W
Asexual	0.0	0.4	0.0	0.0	0.0	0.3
Bisexual	1.3	4.0	5.9	0.0	18.5	4.1
Gay man	11.3	4.3	5.9	6.8	3.7	5.4
Gay woman	2.5	0.9	0.0	2.3	0.0	1.1
Heterosexual	80.0	89.0	88.2	90.9	74.1	87.3
Pansexual	2.5	0.7	0.0	0.0	3.7	1.0
Use own term	2.5	0.7	0.0	0.0	0.0	0.8
N=	80	447	17	44	27	615

Source: EDI survey

2.6 Religion

Three fifths (59%) of respondents working in England and Wales reported that they had religious beliefs, with three quarters of these (accounting for 45% of all respondents)

reporting Christian beliefs. Data from the 2021 Census for the whole population in England (all ages) showed that 49 per cent of the population were Christian, 12 per cent reported other beliefs, and 39 per cent reported no religion.

The proportion reporting no religion was highest among employed barristers, at 54 per cent, and lowest among Pupils (27%) and judges (13%).

Table 2.8 Respondents working in England and Wales by religion

	Employed	Self-Employed	Dual-capacity	Judge	Pupil	All working in E & W
No religion	54.1	41.7	44.4	13.3	26.9	40.8
Buddhist	2.4	0.4	0.0	0.0	3.8	0.8
Christian	35.3	45.4	27.8	68.9	42.3	45.1
Hindu	1.2	2.0	16.7	0.0	3.8	2.2
Jewish	2.4	2.8	0.0	13.3	3.8	3.5
Muslim	4.7	3.9	5.6	2.2	15.4	4.4
Sikh	0.0	2.6	5.6	2.2	0.0	2.2
Any other	0.0	1.1	0.0	0.0	3.8	0.9
N=	85	458	18	45	26	632

Source: EDI survey

2.7 Marital status and caring responsibilities

Just under two thirds of respondents working in England and Wales (64%) were married or in a civil partnership, and this proportion was highest for judges (83%) and lowest for Pupils (26%).

Table 2.9 Respondents working in England and Wales by marital status

	Employed	Self-Employed	Dual-capacity	Judge	Pupil	All working in E & W
Married/civil partnership	53.6	65.6	71.4	82.6	25.9	63.8
Single	46.4	34.4	28.6	17.4	74.1	36.2
N=	84	465	21	46	27	643

Source: EDI survey

Just over one in four respondents working in England and Wales (28%) said that they had childcare responsibilities. The proportion was highest for dual capacity barristers and

employed barristers (36% and 31% respectively) and lowest for judges and Pupils (24% and 8% respectively).

Table 2.10 Respondents working in England and Wales by childcare responsibilities

	Employed	Self- Employed	Dual- capacity	Judge	Pupil	All working in E & W
Yes	31.0	28.8	36.4	24.4	7.7	28.2
No	69.0	71.2	63.6	75.6	92.3	71.8
N=	84	473	22	45	26	650

Source: EDI survey

Just under one in four respondents working in England and Wales (23%) reported that they had caring responsibilities for other family members, with the proportion highest for judges and dual capacity barristers (38% and 36% respectively).

Table 2.11 Respondents working in England and Wales by caring responsibilities for family members

	Employed	Self- Employed	Dual- capacity	Judge	Pupil	All working in E & W
No	77.9	79.0	63.6	62.2	78.6	77.2
Yes, 1-19 hrs	19.8	19.7	36.4	35.6	17.9	21.3
Yes, 20-49 hrs	2.3	1.1	0.0	2.2	3.6	1.4
Yes, 50+ hours	0.0	0.2	0.0	0.0	0.0	0.2
N=	86	472	22	45	28	653

Source: EDI survey

2.8 Type of school attended

Across all respondents working in England and Wales, two fifths attended an independent or fee paying school (39%), just over one in three (36%) attended a non-selective stage school, and 18 per cent attended a selective state school (on ability or religious grounds); seven per cent attended secondary school outside the UK.

In England, the independent sector educates around 6.4 per cent of all school children³, while of those attending sixth forms, 17 per cent are thought to attend private schools⁴. Thus the proportion of respondents who had attended independent or fee paying schools was substantially higher than the proportion across the population as a whole.

³ Independent Schools Council – <https://www.isc.co.uk/research/>

⁴ Private Education Policy Forum – <https://www.pepf.co.uk/fact-finder/facts-and-figures/>

Of respondents who attended independent or fee paying schools, around one in five (22%) said that they were supported by a means tested scholarship. This proportion is higher than across all students at private schools, where it is thought that eight per cent of students receive either a full or partial bursary⁵.

Judges were most likely to have attended independent or fee paying schools (35% attended paying full fees, and 15% attended with a scholarship), while dual capacity barristers and employed barristers were most likely to have attended non-selective state schools (57% and 41% respectively).

Table 2.12 Respondents working in England and Wales by type of secondary school attended

	Employed	Self-Employed	Dual-capacity	Judge	Pupil	All working in E & W
Non-selective state school	41.2	35.3	57.1	30.4	22.2	35.9
Selective state	20.0	18.2	4.8	17.4	22.2	18.1
Fee paying/Independent (with or without scholarship)	36.5	39.6	28.6	50.0	25.9	39.0
Outside UK	2.4	6.9	9.5	2.2	29.6	7.0
N=	85	467	21	46	27	646

Source: EDI survey

2.9 Summary

This section has provided a breakdown of survey respondents working in England and Wales by a range of demographic characteristics including many of the protected characteristics in the Equality Act. Key points to note are:

- The respondent profile is male dominated, with female respondents accounting for 38% of the total, compared with 48% of all workers in England;
- There is a higher proportion of people from ethnic minority backgrounds – 20% compared with 16% among all workers in England;
- Disabled respondents account for a smaller proportion than in the workforce as a whole – 10% of respondents reported that they were disabled according to the Equality Act definition, compared with 16% of all workers in England;
- The proportion of people who report their sexual orientation as other than heterosexual/straight was much higher among respondents than among the adult population as a whole, with 13% of respondents stating they are lesbian, gay,

⁵ Private Education Policy Forum – <https://www.pepf.co.uk/fact-finder/facts-and-figures/>

bisexual or some other sexual orientation compared with around 4% of all adults in England and Wales;

- The religious profile of the respondent population was broadly in line with that of the population of England – 45% of respondents reported they were Christian, compared with 49% among the whole population, and 41% reported no religion, compared with 39% of all people; and
- Respondents were much more likely to have attended independent or fee paying schools than workers in general – 39% had attended an independent or fee paying school, while it is estimated that 6% of all children are at private schools, with this rising to 17% of those in sixth forms.

3 Bullying, harassment and discrimination

This chapter reports on the proportion of survey respondents reporting experiencing or witnessing incidents of bullying, harassment and discrimination. The chapter first looks at respondents working in England and Wales, giving full details of incidents experienced or witnessed including where they occurred, what they were linked to, and who was responsible, before providing brief details of findings for respondents working in other jurisdictions, students, retired barristers, or working in other roles outside the Bar.

The survey asked members the following question in relation to experiences of bullying, harassment and discrimination:

Have you experienced or witnessed any of the following:

- Discrimination
- Bullying and/or harassment
- Other behaviour which is unacceptable, unwelcome, or demonstrates a lack of inclusion, whilst using a service provided by the Inn or attending an event or other occasion organised by the Inn in the past 5 years?

Explanations were given for the terms discrimination and bullying/harassment, as follows:

- **Discrimination:** By this we mean directly or indirectly treating an individual or a group unfairly because of their age, disability, gender reassignment, marriage or civil partnership status, pregnancy or maternity, race, religion or belief, sex, or sexual orientation; and
- **Bullying and/or harassment:** By this we mean treating an individual or a group in a way that makes them feel intimidated, disrespected, frightened, humiliated, made fun of, offended, and/or threatened.

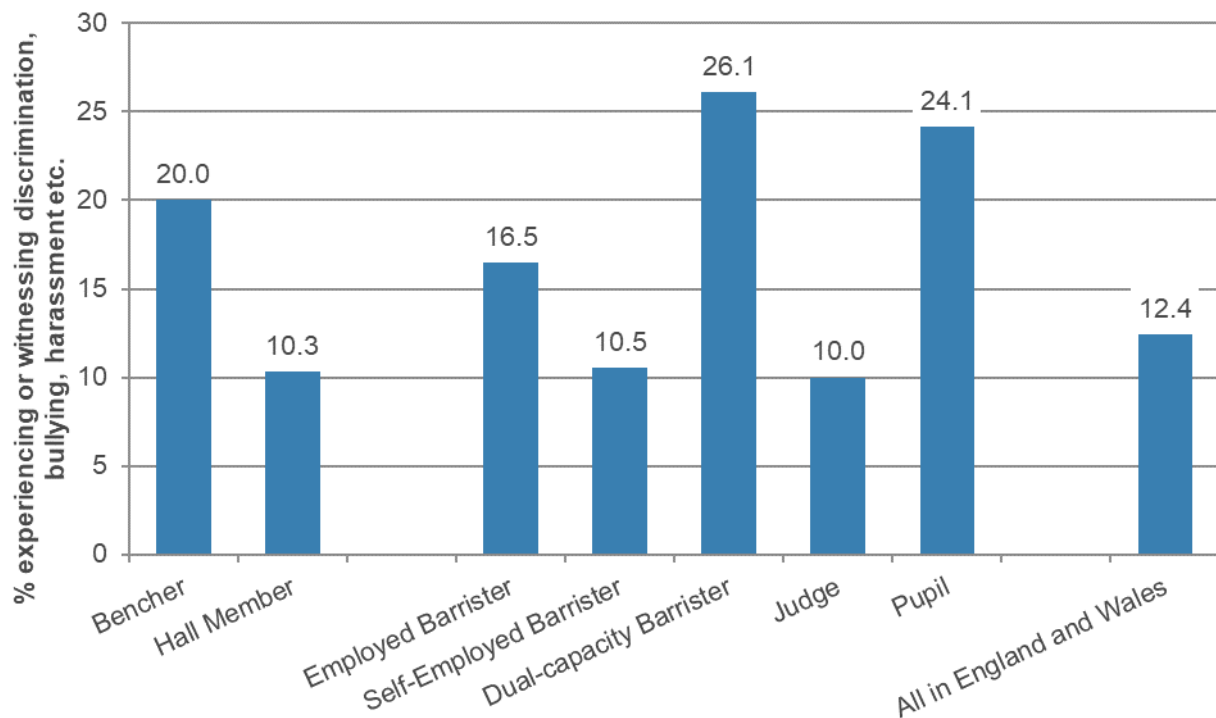
3.1 Experiences of members working in England and Wales

Across all members working in England and Wales (including judges and pupils) who responded to the survey, one in eight (12.4%) reported that they had experienced or witnessed bullying, harassment or discrimination. When weighting the data to account for differential response rates between Benchers and Hall Members, the proportion was very slightly lower, at 12.0 per cent. Given the small difference that weighting the data makes, the findings are reported using unweighted raw survey numbers.

There was significant variation by membership status and employment status:

- Benchers were twice as likely as Hall Members to have experienced or witnessed discrimination or other unacceptable behaviour (20% and 10% respectively).
- Judges and self-employed barristers were least likely to have experienced or witnessed discrimination or other unacceptable behaviour (10.0% and 10.5% respectively), followed by employed barristers (16.5%), while around one in four dual-capacity barristers and pupils had experienced or witnessed such behaviour.

Figure 3.1 Proportion reporting incidences of discrimination and other unacceptable behaviour by membership and employment status



Source: EDI survey

There was also significant variation by most of the protected characteristics of members:

- Female members were nearly twice as likely as male members to have experienced or witnessed discrimination or other unacceptable behaviour (16% and 9% respectively);
- Members from ethnic minority backgrounds were more than twice as likely as white members to have experienced or witnessed discrimination or other unacceptable behaviour (22% and 10% respectively). Just over one in three members from black backgrounds (35%) had experienced or witnessed discrimination or other unacceptable behaviour, compared with 23 per cent of members from Asian backgrounds, and 13 per cent of those from mixed or other backgrounds;
- Younger members aged under 35 were twice as likely as those aged 35 and over to have experienced or witnessed discrimination or other unacceptable behaviour (20% and 10% respectively);

Figure 3.2 Proportion reporting incidences of discrimination and other unacceptable behaviour by gender and ethnicity

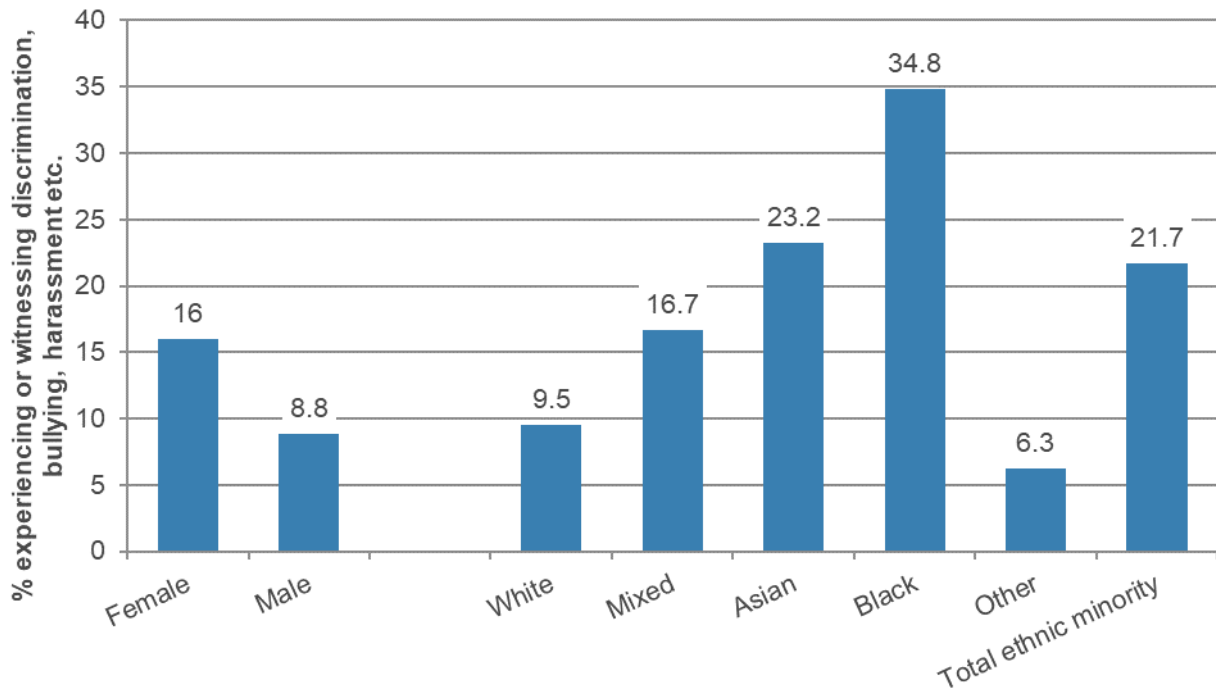
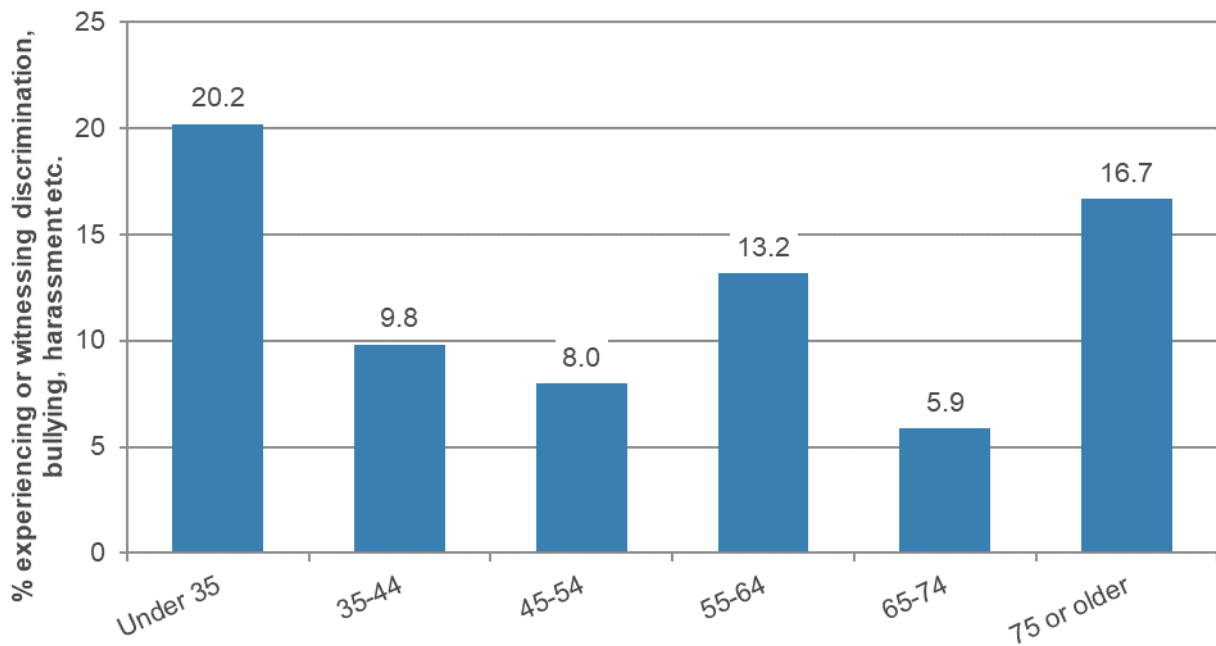


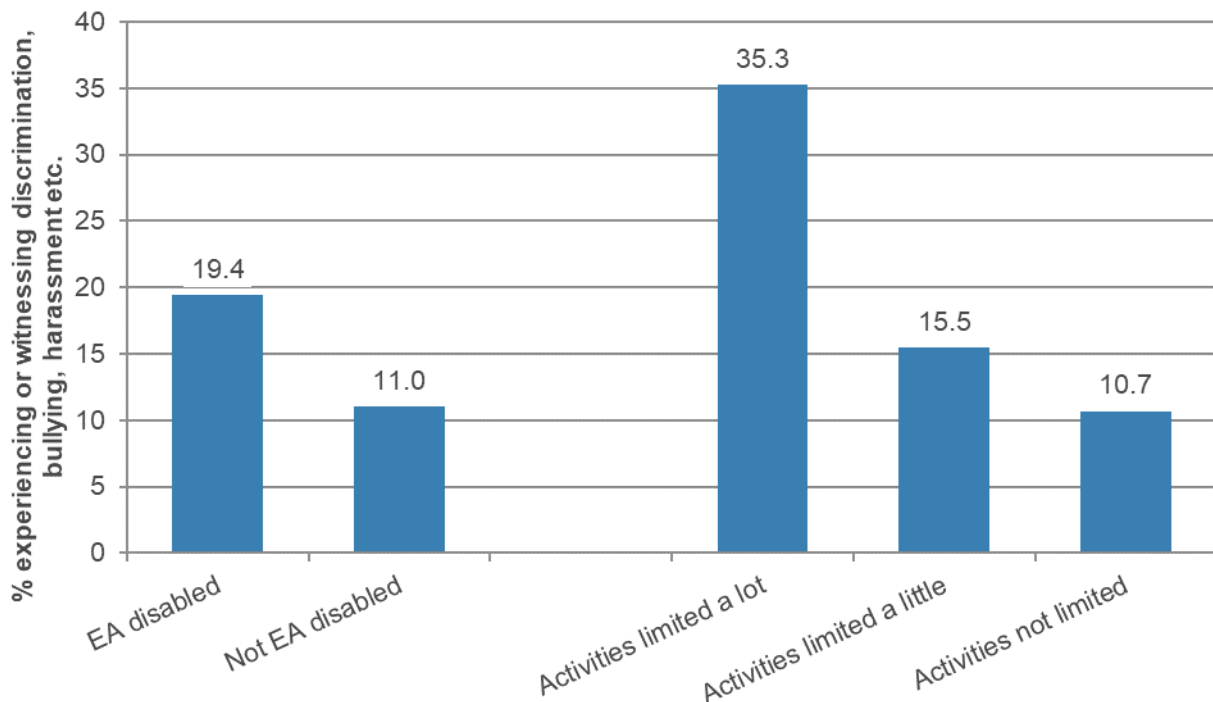
Figure 3.3 Proportion reporting incidences of discrimination and other unacceptable behaviour by age



- Members with a disability according to the Equality Act, or whose activities are limited because of a disability or health condition were almost twice as likely than other members to have experienced or witnessed discrimination or other unacceptable behaviour (19% of those with a EA disability and 20% of those whose day-to-day activities are limited, compared with 11 per cent of those without a disability; Figure 3.4 shows that among members whose day-to-day activities were limited, 36% of those whose activity was limited a lot experienced or witnessed discrimination or other unacceptable behaviour, compared with 16% of those whose activity was limited a little);
- One in four (24%) members who reported that their sexual orientation was something other than heterosexual/straight had experienced or witnessed discrimination or other unacceptable behaviour, compared with 10 per cent of heterosexual/straight members; and
- Members who gave their religion as something other than Christian were significantly more likely than those with Christian beliefs or no religion to have experienced or witnessed discrimination or other unacceptable behaviour (19%, compared with 9% for Christians and 10% for those with no religion).

Members working in England and Wales with non-UK nationality were more likely to have experienced or witnessed discrimination or other unacceptable behaviour (19% compared with 12% of UK members) but the difference was not statistically significant.

Figure 3.4 Proportion reporting incidences of discrimination and other unacceptable behaviour by disability



Source: EDI survey

There was little difference in the proportion of members experiencing or witnessing discrimination or other unacceptable behaviour by marital/civil partnership status (10% of married members or those in a civil partnership compared with 14% of other members). There also little difference by whether or not members had caring responsibilities for dependent children (9% of those with caring responsibilities compared with 13% of those without). However, members with caring responsibilities for older family members were significantly more likely than those without to have experienced discrimination or other unacceptable behaviour (17% compared with 10% of those without caring responsibilities).

There was no significant variation by the type of school that members attended, or by their parents' qualifications, occupation or employment status. However, members whose main household earner worked as an employee in a small firm with fewer than 25 employees were significantly more likely to have experienced or witnessed discrimination or other unacceptable behaviour than those whose main household earner worked as an employee for a large firm with 25 or more employees (25% and 10% respectively).

3.2 Characteristics of incidents of discrimination or other unacceptable behaviour

Survey respondents that reported experiencing or witnessing discrimination, bullying/harassment, or other unacceptable behaviour were asked a series of follow-up questions about the frequency of experiencing/witnessing these, where they occurred, the nature of the discrimination/unacceptable behaviour, who was responsible for them, any actions taken as a consequence, and the impact that it had on members who experienced/witnessed them.

3.2.1 Frequency of incidents of discrimination or other unacceptable behaviour

One third (33%) of members working in England and Wales who had experienced or witnessed discrimination, bullying/harassment or other unacceptable behaviour said that they had just experienced or witnessed it once, while 58 per cent reported that they had experienced/witnessed it more than once but only occasionally, and eight per cent reported that they had experienced/witnessed it frequently.

There was relatively little variation in the frequency of incidents of experiencing/witnessing discrimination or other unacceptable behaviour by members' protected characteristics. Members with an EA disability were significantly more likely than other members to report that the discrimination or other unacceptable behaviour that the experienced or witnessed occurred more than once (92% compared with 61% of respondents without an EA disability), while three quarters of female members (75%) said that incidents occurred more than once compared with 56 per cent of male members (significant at the 10% level). There was significant variation by age, although with an unusual pattern of more

than four fifths of members aged 35 to 44, or 55 to 64 experiencing or witnessing incidents more than once, compared with around half of members aged under 35, 45 to 54, or 65 and older.

Benchers were slightly less likely than Hall Members or Student Members to report experiencing or witnessing incidents more than once, and there was little variation by employment status.

3.2.2 Location of incidents of discrimination or other unacceptable behaviour

Nearly two fifths (39%) of respondents that had experienced or witnessed incidents of discrimination or other unacceptable behaviour reported that it occurred at educational events, while 27 per cent reported that it occurred at social events, nine per cent reported that it occurred while using the Inn's services or facilities (eg library, Members' Common Room), 21 per cent reported that it occurred somewhere else, and four per cent were not sure where it occurred. Other locations included at court, and in Chambers.

Table 3.1 Location of incidents of discrimination or other unacceptable behaviour

	Number	%	Bencher %	Hall/Student Member %
Educational Event	33	38.8	33.3	39.7
Social Event	23	27.1	42.9	22.2
While using the Inn's services or facilities (eg library, MCR)	8	9.4	4.8	11.1
Other	18	21.2	19.0	22.2
Not sure	3	3.5	0.0	4.8
N=	85		21	63

Source: EDI survey

Benchers were more likely to report that incidents occurred at social events (43% compared with 22% of Hall Members and Student Members). There was little variation by other personal characteristics of respondents.

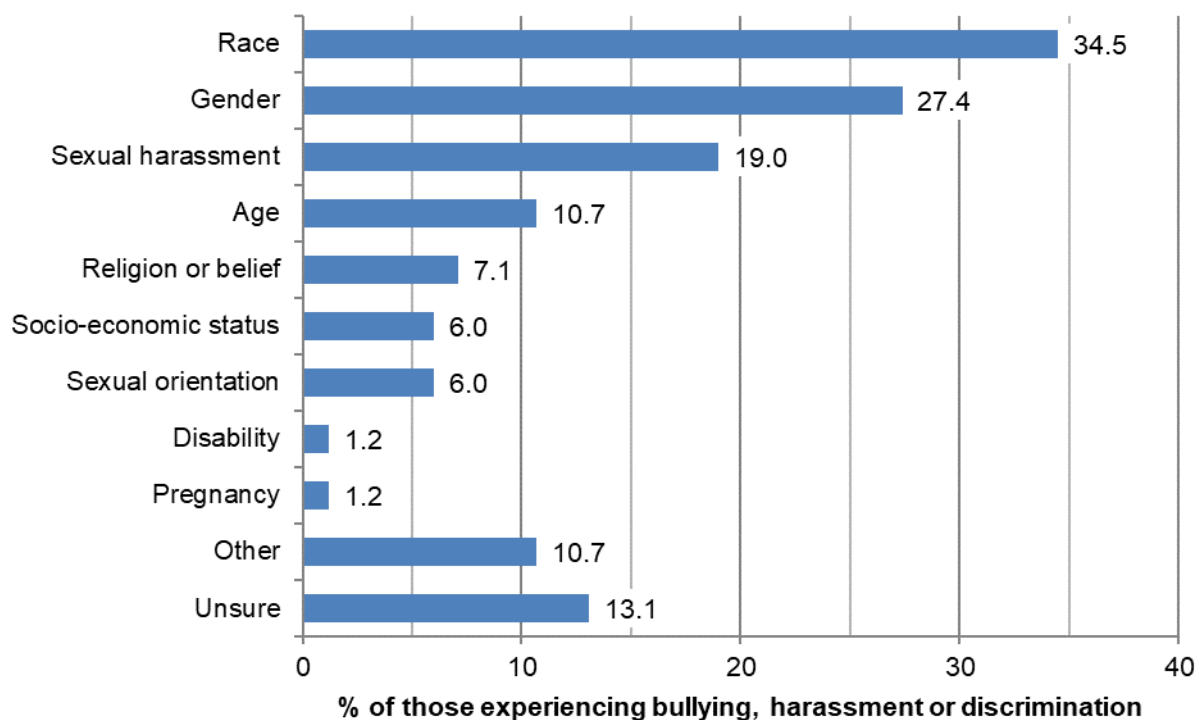
There was no association between location of incidents and the frequency with which they occurred.

3.2.3 Nature of bullying, discrimination or unacceptable behaviour

Respondents were asked to indicate the nature of the discrimination, bullying/harassment or other unacceptable behaviour that they had experienced or witnessed. The question was asked in a multiple response format so respondents could indicate more than one nature of incidents.

The most common form of discrimination or other unacceptable behaviour was linked to race (35% of respondents that had experienced or witnessed incidents), followed by linked to gender (27%), sexual harassment (19%), linked to age (11%), linked to religion or belief (7%), linked to sexual orientation (6%), and linked to socio-economic background (6%). There were single mentions of unacceptable behaviour linked to disability or pregnancy/maternity, while 11 per cent said that it was another form of discrimination or bullying outside of the ones mentioned above, and 13 per cent said that they were unsure that it was linked to.

Figure 3.5 Nature of bullying, discrimination or unacceptable behaviour



Source: EDI survey

There were strong associations between the nature of discrimination or other unacceptable behaviour and protected characteristics.

- Two thirds (67%) of members from ethnic minority backgrounds who experienced or witnessed incidents of unacceptable behaviour said that it was linked to race, compared with 18% of white members who experienced/witnessed incidents;
- Two fifths (42%) of female members who experienced or witnessed incidents of unacceptable behaviour said that it was linked to gender, compared with 14% of male members who experienced/witnessed incidents;
- One in three (32%) female members who experienced or witnessed incidents of unacceptable behaviour said that it was sexual harassment, compared with 6% of male members who experienced/witnessed incidents;

- One in four (24%) of members aged 55 to 64 who experienced or witnessed incidents of unacceptable behaviour said that it was linked to age, compared with 14% of members aged 45 to 54 and 7% of members age under 45 (no members aged 65 and over reported incidents linked to age);

Combining the data on incidence by protected characteristics with the nature of the unacceptable behaviour gives the following results:

- Female members were more than five times as likely than male members to report experiencing or witnessing unacceptable behaviour linked to gender (6.6% and 1.2% respectively);
- Female members were ten times as likely than male members to report experiencing or witnessing sexual harassment (5.1% and 0.5% respectively);
- Members from ethnic minority backgrounds were more than eight times as likely than white members to report experiencing or witnessing unacceptable behaviour linked to race (14.5% and 1.7% respectively). Around one in three of all respondents from Black backgrounds (35%) reported experiencing or witnessing unacceptable behaviour, as did 12% of respondents from Asian backgrounds, and 9% of those from mixed or other backgrounds; and
- Members aged 55 to 64 were three times as likely as members aged under 55 to report experiencing or witnessing unacceptable behaviour linked to age (3.1% and 1.0% respectively).

There were some associations between the location of incidents of discrimination or unacceptable behaviour and their nature.

Among respondents who reported experiencing or witnessing sexual harassment, 56 per cent said that they had experienced or witnessed incidents at social events, more than twice the proportion of incidences of all natures that occurred at social events (26%).

More than half of respondents who reported experiencing unacceptable behaviour linked to gender (52%) said that they had experienced or witnessed incidents at educational events, above the proportion of incidences of all natures that occurred at educational events (39%).

Nearly half (44%) of respondents who reported experiencing or witnessing unacceptable behaviour linked to age said that they had experienced or witnessed incidents at other locations away from educational or social events or while using the Inn's services, twice the proportion of incidences of all natures that occurred at other locations (21%).

A high proportion of respondents who experienced or witnessed unacceptable behaviour while using the Inn's services said that they were unsure what it was linked to (38%, compared with 13% of incidences at all locations).

3.2.4 Individual responsible for bullying, discrimination or unacceptable behaviour

Two fifths (40%) of respondents who had experienced or witnessed incidents of discrimination, bullying/harassment or other unacceptable behaviour said that the person responsible for those incidents was a Bencher, while 31 per cent said that it was a Member of the Inn, 14 per cent said it was an Employee of the Inn, 20 per cent said it was some other person, and 10 per cent said that they did not know (the question was multiple response and so the percentages sum to more than 100%).

Two thirds (67%) of Benchers who had experienced or witnessed incidents of discrimination or other unacceptable behaviour said that the person responsible was another Bencher, while only 29 per cent of Hall and Student Members who experienced or witnessed incidents said that a Bencher was responsible. Hall and Student members were more likely than Benchers to report that the person responsible for the unacceptable behaviour that they experienced or witnessed was a Member or employee of the Inn, or some other person.

There was an association between the age of the respondent who experienced/witnessed the unacceptable behaviour and the membership status of the person responsible, with 53 per cent of respondents aged 45 and over reporting that a Bencher was responsible, compared with 30 per cent of respondents aged under 45.

Female respondents who experienced/witnessed unacceptable behaviour were much more likely than male respondents to report that the person responsible was a Member of the Inn (41% and 20% respectively).

The majority of respondents who reported that the unacceptable behaviour occurred while using the Inn's services or facilities said that an employee of the Inn was responsible, although numbers are small here (5 out of 7 who experienced/witnessed unacceptable behaviour while using the Inn's services, 71%).

3.2.5 Actions taken as a result

Just over half (52%) of all respondents who experienced or witnessed discrimination or other unacceptable behaviour reported that they did nothing as a result of experiencing or witnessing it. Younger respondents aged under 35 were significantly more likely than older respondents to report that they did nothing (73% compared with 42%).

In terms of actions taken, the most common were:

- Talking to a colleague about it (17% of all those witnessing/experiencing unacceptable behaviour; 32% of those taking any action as a result);
- Talking to the person responsible about their behaviour (16% of all those witnessing/experiencing unacceptable behaviour; 30% of those taking any action as a result);

- Reporting it to the Inn (13% of all those witnessing/experiencing unacceptable behaviour; 25% of those taking any action as a result); and
- Talking to the recipient of the behaviour, where it was something that had been witnessed by the respondent (12% of all those witnessing/experiencing unacceptable behaviour; 23% of those taking any action as a result).

Only two respondents reported that they talked to their Chambers/employer about it, and only one said that they had reported it to the Bar Council/Bar Standards Board. Seven respondents (9% of those witnessing/experiencing; 16% of those taking any action) reported that they did something else, such as speaking with their partner, friends or a colleague, or raising it with the relevant department or at the relevant meeting.

There were some associations between actions taken and respondents' personal characteristics:

- Female respondents were much more likely than male respondents to talk to a colleague (44% of female respondents who took actions compared with 21% of male respondents), talk to the recipient of the behaviour (35% compared with 11% of males) or talk to the person responsible (35% compared with 21% of males), while male respondents were much more likely to report it to the Inn (37% of male respondents who took actions compared with 13% of female respondents); and
- Respondents aged 45 to 54 were most likely to talk to the person responsible (63% compared with 26% of those aged under 45 and 19% of those aged 55 and over).

3.2.6 Impact

Just over one in four respondents (28%) said that experiencing or witnessing discrimination, bullying/harassment or other unacceptable behaviour had no impact on them – thus 72 per cent reported that experiencing or witnessing unacceptable behaviour did have an impact on them.

Female respondents, and those from ethnic minority backgrounds, were much more likely to report that experiencing or witnessing discrimination or other unacceptable behaviour had an impact on them – 81 per cent of female respondents said that it had an impact on them compared with 58 per cent of male respondents, and 90 per cent of respondents from ethnic minority backgrounds said that it had an impact on them compared with 61 per cent of white respondents.

In terms of the type of impact:

- Emotional impact was the most common, reported by 48% of all respondents who experienced/witnessed unacceptable behaviour (and 65% of those who reported that the unacceptable behaviour had an impact on them, i.e. the 72% mentioned in the paragraph above);
- A negative impact on the respondents' relationship with the Inn was reported by 39% of all respondents who experienced/witnessed unacceptable behaviour (and 53% of those who reported any impacts); and

- The other commonly reported type of impact was a mental health impact, which was mentioned by 15% of all respondents who experienced/witnessed unacceptable behaviour (and 20% of those who reported any impacts).

Few respondents mentioned that experiencing or witnessing unacceptable behaviour had a negative impact on their career (N=4; 7% of all reporting impacts) or a financial impact on them (N=2, 3% of all reporting impacts).

There was little variation by gender or ethnicity in the types of impacts that experiencing/witnessing discrimination or other unacceptable had on respondents, although there were some weak associations with the type of negative behaviour. Respondents who experienced or witnessed unacceptable behaviour linked to age or race were most likely to report emotional impacts (71% and 76% respectively), while those who experienced or witnessed sexual harassment were most likely to report mental health impacts (29%).

3.3 Discrimination and other unacceptable behaviour among other members not working in England and Wales

The focus in this chapter so far has been on incidents of discrimination, bullying/harassment and other unacceptable behaviour experienced or witnessed by members working as a barrister or judge in England and Wales (including Pupils).

In this section we present findings from members in other employment statuses – those working in other jurisdictions, those retired, Bar Course/GDL students, unregistered barristers, and other statuses (eg working outside of the Bar, in academia etc.). Sample numbers are much smaller than for those working in England and Wales and so only headline findings are presented.

- One in five (21%) student members reported experiencing or witnessing discrimination or other unacceptable behaviour, compared with 11% of unregistered barristers, 8% of barristers working in other jurisdictions, 4% of retired barristers, and 18% of those in other employment statuses.
 - There was no significant variation by gender, ethnicity or age in the likelihood of experiencing/witnessing unacceptable behaviour among student members.
- Nearly half (46%) of student members who had experienced or witnessed unacceptable behaviour said that it had occurred once only, while among other members at least three quarters reported more than one incident.
- Just under half (46%) of incidents reported by student members and unregistered barristers occurred at educational events, while retired members and those working in other jurisdictions were most likely to report incidents occurring at social events.
- In terms of the type of unacceptable behaviour experienced or witnessed, this was most commonly linked to race, with 78% of those working in other jurisdictions, and around 45% of students and unregistered barristers reporting that incidents that they

experienced or witnessed were linked to race. Student members also commonly reported incidents linked to socio-economic status (48%) and linked to gender (40%).

- Just over half of student members (56%) who experienced/witnessed discrimination or other unacceptable behaviour said that a Member of the Inn was responsible, while those working in other jurisdictions or retired members were most likely to report that a Benchers was responsible.
- Almost two thirds (65%) of members in these other employment statuses who experienced or witnessed discrimination or other unacceptable behaviour reported that they did nothing as a result of experiencing or witnessing it, much higher than the proportion of those working as a barrister or judge in England and Wales, of 52%. Nearly three quarters of student members (72%) said that they did nothing.
- The most common action was a result was taking to a colleague (48% of those who took any actions, 40% of student members), while only a small minority took any other actions including reporting to the Inn (12% of all members in other employment statuses, 20% of student members).
- Just over one in ten members in other employment statuses (13%) reported that experiencing or witnessing unacceptable behaviour had no impact on them, compared with 28% of members working as a barrister or judge in England and Wales, and the proportion was lower among student members at 8%. The most common impacts were emotional impacts (66% of those reporting impacts, and 68% of student members), mental health impacts (49%, and 64% of student members), and negative impacts on relationship with the Inn (43%, and 50% of student members)

4 EDI activities

The survey also asked respondents to give suggestions for additional support or activities that the Inn could offer to support and promote diversity and inclusion, using the following question:

The Inn is considering a range of EDI initiatives involving its members, including outreach activities targeted at under-represented groups, social media campaigns promoting EDI resources and increasing opportunities for members to provide feedback.

What other support or activities do you think should be offered to support and promote diversity and inclusion at the Inn?

Overall, just under half of all survey respondents (591 out of 1,193, 49.5%) gave a response to this question. Respondents from ethnic minority backgrounds were much more likely than white respondents to give a response (59% compared with 47% of white respondents, and 74% of respondents from Black backgrounds gave a response). Similarly, respondents with a disability were much more likely to give a response, with 63 per cent of those with a disability according to the Equality Act, 58 per cent of those with a disability that limited their day-to-day activities a little, and 72 per cent of those with a disability that limited their day-to-day activities a lot giving a response.

Among those that did give a response, 14 per cent gave a “no comment” or “don’t know” response to the question, while nine per cent said that the Inn was doing enough already.

The most common types of support or activities suggested are presented in Table 4.1.

Nearly one in ten of those who responded to the question (8.8%, N=52) gave suggestions relating to **race, religion or overseas barristers**. One in five (20%) respondents from ethnic minority backgrounds, and of non-UK nationality, gave suggestions in this area, compared with three per cent of white respondents and five per cent of those with UK nationality.

Suggestions included diversity events for other cultures, including understanding dietary requirements, as well as education sessions highlighting overseas members’ contribution but also English legal sessions for overseas members, and additional support for students from ethnic minority backgrounds. The following responses illustrate these suggestions:

Diversity events need to be recognised. Eid, Diwali, Hannukkah, Chinese New year, Ramadan are not acknowledged. We should have events for each.

A better understanding of the dietary requirements of people with certain beliefs would go a long way.

Guest lectures by overseas members would be something that would fully showcase the diversity of the Honourable Society.

English language (Legal English) sessions for non-UK educated members, and more mentoring programs for transferring lawyers.

Mooting, Advocacy and Debating opportunities specially targeting students from ethnic minority backgrounds

Outreach work is required to target students from ethnic minorities as they face real problems and frustration in obtaining pupillage.

Table 4.1 Most common suggestions for additional EDI support and activities

	Number	% of those answering
Race, religion, overseas	52	8.8
Outside London/online events	43	7.3
Social mobility/state schools/bursaries/sponsorship	41	6.9
EDI awareness activities/unconscious bias training	37	6.3
Outreach in schools (and colleges/unis)	35	5.9
Mentoring/reverse mentoring/coaching	34	5.8
Benchers - diversity, EDI training etc.	32	5.4
Sports and social	23	3.9
Disability	18	3.0
Pupillage	17	2.9
Reporting/complaints	15	2.5
EDI training for Inn staff	14	2.4
LGBTQI+	13	2.2
Diversity events/bringing people together	12	2.0

Source: EDI survey

The second most common topic for suggestions was having more **events outside of London**, including more online events accessible to all, mentioned by seven per cent of all those giving suggestions. This was mentioned by one in three (34%) barristers working in England and Wales outside of London and the South East who gave a suggestion, compared with two per cent of those working in London or the South East.

In addition to more events outside of London and more online events, there were suggestions for university outreach or activities in the regions, and more support in using the Inn's services for those who do not attend often due to their geographical location:

More activities outside of London. At the moment, travelling to London for events is a bar both financially and logistically for many people who live outside of London.

On line training/ learning. For those of us who live a long way from London - remote access to training/ learning is important.

Regional seminars in non-oxbridge/London universities showing the diverse background of members of the Inn

Zoom chats for students to meet members/ not everyone can get to London

Support for non London based members to use facilities. It can be intimidating when non local members do not get to London at all regularly.

The third most common group of suggestions concerned **additional support for social mobility**, including more activities in state schools and more bursaries/scholarships, mentioned by seven per cent of all those giving suggestions. There was a strong association with the school background of respondents, with 10 per cent of those attending state schools giving these suggestions, compared with four per cent of those who attended independent or fee paying schools, but 14 per cent of those who attended independent or fee paying schools supported by a means tested scholarship.

I think we should focus on social mobility and as part of that, Lincoln's Inn should focus on working with Universities other than Oxford and Cambridge. Social mobility is the real problem for the Bar (and other City professions.) I remain mystified by the Bar's obsession with Oxbridge and it needs to change (I should add that I went to Oxford so this statement is not said out of any sense of sour grapes!)

Outreach programmes targeting underprivileged young people who may be interested in a career at the bar; offering Inn facilities free of charge to chambers in the Inn (like mine) which put on those kinds of programmes; ensuring that scholarship and accommodation monies go to the right people.

A social mobility programme similar to PASS at Inner Temple. This programme included CV help, networking classes, motivational talks etc. This helps bridge the gap between those who may have parents or schools who taught them professional skills and those who do not.

The fourth most common suggestion topic was general **EDI awareness activities including unconscious bias training**, mentioned by six per cent of those giving suggestions. Female respondents were more likely to mention this than male respondents (9% and 4% respectively), and younger respondents were most likely to mention this (11% of those aged under 35, compared with 7% of those aged 35 to 54, and 2% of those aged 55 and older).

Reminders about the importance of not making comments or presumptions - not just about race, religion, or where someone comes from (which may well be London/UK!) but also about assumptions around childcare responsibilities, or families. Making unconscious bias training a requirement for members of all committees (including Benchers) and encourage all those involved in the Inn to undertake such training. It is often those that think they don't need it that do the most!

One of the things I liked the most about the Inn and made me join, was a page it had where it gave example of individuals who braved their circumstances and made it through, to being a Barrister. More of that should be done. We have to show that there is no such thing as a mould for a Barrister, and that it is no longer an elitist profession, only opened for those with financial means or societal capital. Normalise things being professional without being overly formal/stuffy. When it comes to underrepresented groups, it's important to understand our subjective experiences and asking us not only why we feel a certain way but also why. Give us room to have our voices heard rather than trying to speak about our issues in our stead. Events where members from disadvantaged groups can lead would be appreciated. Role models are needed. And it should not feel that they are given the spotlight only owing to their ethnic background, but rather in spite of the stereotypes and unfair treatment that society attaches to them. Highlight the importance of language and the issue of micro aggressions. Too many hurt without realising, owing to their unconscious biases. Many forms of gathering experience for aspiring barristers are paid. Mooting, minis, etc. It only reproduces financial inequality. Those with more financial means can afford to work unpaid. Others can't. It's the choice between a paid job, most likely non legal in nature to pay bills, or to gain legal experience to build our career. It's an unfair choice. I am unsure how the Inn could help. We also talk very little about the experience of student members who are outside of Europe and the lack of visa support for them, an issue which even with the pandemic was not highlighted enough. Is it a governmental issue? yes. But, it doesn't mean we should not talk about it and support, within the realm of the Law whilst highlighting why the outdated system needs change. Does it make sense that an international student will pay more for his undergraduate compared to his peers only because he is outside of Europe? No. It's the same resources and teaching. Have more informal groups/support networks particularly where aspiring members can converse with junior members at the Bar about their struggles and experience - with regards to sexuality, diversity and their practise.

Make people aware of unconscious bias. I've experienced situations where clearly a bias is in place and making others aware of it and the impact it has will go some way to breaking that and increasing the sense of inclusion.