

Diversity Data Monitoring 2024

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

3 Hare Court has conducted a survey and hereby publishes its equality and diversity data in accordance with the Bar Standards Board's requirements. The voluntary survey was completed by approximately 78% of the 57 members, staff, and pupils.

In interpreting the data, the following should be noted:

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

Data at 15 May 2024

Gender

	Female	Male	Prefer not to say/not completed
KCs	25%	75%	-
Juniors & pupils	32%	68%	-
Staff	33%	67%	-

Gender identity

	Gender identity same as birth sex	Gender identity different from birth sex	Prefer not to say/not completed
KCs	100%	-	-
Juniors & pupils	95%	-	5%
Staff	100%	-	-

Ethnicity

	White*	Black / Caribbean / Black British	Asian / Asian British	Mixed / multiple ethnic background	Prefer not to say/not completed
KCs	100%	-	-	-	-
Juniors & pupils	77%	5%	8%	5%	5%
Staff	89%	-	-	11%	-

**Includes Irish and any other White background.*

3 HARE COURT

Disability

	Yes	No	Prefer not to say/not completed
KCs	25%	75%	-
Juniors & pupils	-	95%	5%
Staff	-	100%	-

Limitation of activity: are daily activities limited because of a health problem or disability lasting at least 12 months?

	Yes	No	Prefer not to say/not completed
KCs	25%	75%	-
Juniors & pupils	5%	90%	5%
Staff	-	89%	11%

Age

	16-24	25-34	35-44	45-54	55-64	65+	Prefer not to say/not completed
KCs	-	-	-	50%	25%	25%	-
Juniors & pupils	-	50%	31%	5%	5%	9%	
Staff	11%	45%	22%	11%	-	-	11%

Religion or belief

	No religion	Christian	Jewish	Sikh	Prefer not to say/not completed
KCs	75%	25%	-	-	-
Juniors & pupils	59%	31%	5%	-	5%
Staff	56%	33%	-		11%

Sexual orientation

	Gay	Heterosexual/ Straight	Other	Prefer not to say/not completed
KCs	-	100%	-	-
Juniors & pupils	5%	85%	5%	5%
Staff	11%	78%	-	11%

Socio-economic background

	UK Independent/ Fee-Paying School	UK State School	Attended school outside of UK	Prefer not to say/not completed
KCs	75%	-	25%	-
Juniors & pupils	50%	36%	9%	5%
Staff	11%	78%	-	11%

	Graduate, not first gen	Graduate, first gen	Did not attend university	Prefer not to say/not completed
KCs	100%	-	-	-
Juniors & pupils	82%	18%	-	-
Staff	22%	-	67%	11%

Caring responsibilities

	Primary carer for child(ren) under 18	Not primary carer	Prefer not to say/not completed
KCs	50%	50%	-
Juniors & pupils	32%	68%	-
Staff	22%	67%	11%

Carer for family/friends/others

	Yes, 1-19 hrs per week	Yes, 20-49 hrs per week	Yes, 50 or more hours a week	No	Prefer not to say/not completed
KCs	50%	-	-	50%	-
Juniors & pupils	18%	-	-	73%	9%
Staff	33%	-	-	67%	-

If you have any questions regarding our data monitoring, please contact our Equality and Diversity Officer and Diversity Data Officer [Benjamin Channer](#).