



CHAMBERS OF SAMANTHA BOWCOCK K.C.

15 WINCKLEY SQUARE

DIVERSITY DATA POLICY

1. This policy is established in accordance with Rules C110-C112 of the Bar Standards Board Handbook

The name of Chambers' registered data controller is Samantha Bowcock K.C. and the data controller's registration number on the Data Protection Register is: Z4728321

2. The name of Chambers' Data Diversity Officer is Claire Larton. She can be contacted through Chambers on: 01772 252828

Collection of Diversity Data

3. Members of chambers, pupils and staff are given the opportunity to provide their Diversity Data for collection in accordance with the Bar Standards Board's requirements.
4. The Data Diversity Officer shall be responsible for arranging and supervising the collection of Diversity Data.

Why Diversity Data is collected

5. Individuals have the opportunity to provide their Diversity Data in order for Chambers to publish an anonymous summary of the Diversity Data. This provides transparency concerning recruiting and employment activities and aims to encourage an independent, strong, diverse and effective legal profession.

Please note that you are not required to provide your Diversity Data. You are free to choose whether or not you wish to provide all, some or none of your Diversity Data.

How Diversity Data is collected

6. Diversity Data will be collected by completing a questionnaire securely via Microsoft Forms which is returned to the Diversity Data Officer electronically.
7. If you are unable to complete the questionnaire in the format provided and would like it to be provided to you in a different format, please contact the Diversity Data Officer.

Keeping Diversity Data secure

8. All Diversity Data that is collected from individuals will be kept securely. The Diversity Data Officer shall put the following security measures in place to protect Diversity Data:
 - Hard copy documents will be scanned and then disposed of in Chambers' confidential waste collection
 - Electronic documents (including scanned copies of any hardcopy documents) will be encrypted and saved on a secure server.
9. The Diversity Data Officer will not share Diversity Data with any third parties, save as set out above in paragraph 4. Should you access or disclose Diversity Data accidentally or intentionally when you are not authorised to do so, you must notify the Diversity Data Officer immediately.

Anonymising Diversity Data

10. The Diversity Data Officer is required to anonymise Diversity Data before publishing it in summary form. They will securely anonymise Diversity Data by separating it from any documents containing the names of individuals (e.g., a covering email or letter).

Publishing of the anonymised summary of Diversity Data

11. The Diversity Data Officer is required to publish Diversity Data in an anonymised summary format within the 3 month period following the date for collection specified by the Bar Standards Board. The summary will break down the information in a way which categorises each diversity characteristic against job status and role, in a manner which reflects seniority within in Chambers. The summary will be published on Chambers' website.

Destruction of Diversity Data

12. The Diversity Data Officer shall securely destroy the Diversity Data collected promptly after the Diversity Data has been anonymised and in any event within 3 months following the date for collection specified by the Bar Standards Board (usually the date you receive notification under paragraph 6 above). Secure destruction means that as far as possible the Diversity Data Officer shall not hold the Diversity Data in any way where it is possible to identify an individual. Anonymised data will be kept for 12 months before being destroyed as above.

Questions or complaints

13. You have a right to withdraw your consent or object to the use of your Diversity Data at any time. Where your data has already been provided and you wish to withdraw your consent to its use, please notify the Diversity Data Officer in writing. They will promptly delete or destroy any Diversity Data which includes your personal data and will confirm to you that this step has been taken within 21 days of receiving notification from you.

14. Where the anonymised data has been published in summary form, the Diversity Data Officer will not extract your personal data from the published summary unless you have reason to believe that continued publication of the anonymised data is causing or is likely to cause you or someone else substantial damage or distress. In such circumstances, the Diversity Data Officer will consider the reasons you have put forward and shall respond within 21 days from the date you notify him of your belief to let you know whether she has determined that the continued publication of the data is justified and, if not, to confirm the action taken to extract your data from the published summary and to delete or destroy any copies.

15. Should you have any questions or complaints about this Diversity Data Policy, please contact the Diversity Data Officer.

This policy was reviewed and adopted on 13th December 2024.