


Annex A



# BSB/Bar Council Diversity Data Summary

Research Department  
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## Contents

The BPTC Applicants from BPTC Online system 2010/2011 .....	3
Summary .....	4
Bar Professional Training Course Data: 2008/2009.....	5
Summary .....	5
The Pupillage Portal 2010/2011 .....	6
Summary .....	7
Pupils from the 2008/2009 Pupillage Survey .....	8
Summary .....	10
The Exit Survey 2010.....	111
Summary .....	111
The Employed Bar Survey 2007 .....	12
Summary .....	113

## The BPTC Applicants from BPTC Online system 2010/2011

Do you have a disability?	Frequency		Percentage	
	Yes	131		4.2
No	2,863		92.4	
N= 3,099	Missing	105		3.4

What is your sexual orientation?	Frequency		Percentage	
	Bisexual	61		2
Gay Man	30		1	
Gay Woman/ Lesbian	6		0.2	
N= 3,099	Heterosexual/Straight	2729		88
	Other	17		0.5
	Missing	256		8.3

Do you have a child	Frequency		Percentage	
	Yes	322		10.4
No	2,710		87.4	
N= 3,099	Missing	67		2.2

What is your religion or belief?	Frequency		Percentage	
	Agnostic	135		4.4
Buddhist	178		5.7	
Christian	1,037		33.5	
Hindu	160		5.2	
N= 3,099	Jewish	22		0.7
	Muslim	748		24.1
	Sikh	33		1.1
	Other	39		1.3
	Not Religious	459		14.8
	Missing	288		9.2

What is your ethnic background		Frequency	Percentage
N= 3,099	White	1,140	36.8
	BME	1,862	60.1
	Missing	97	3.1

What is your gender?		Frequency	Percentage
N= 3,099	Male	1,467	47.3
	Female	1,458	47
	Missing	174	5.7

What is your Age?		
N= 3,099	Average Age	26 years <sup>1</sup>
	Missing	1 (0%)

## Summary

The second stage of training to become a barrister is the Vocational Stage. This is the Bar Professional Training Course (BPTC), which can be taken either as a one year full-time course, or two years part-time. The purpose of the BPTC is to give barristers the skills and knowledge to prepare for working as a barrister. It is primarily a practical course. The BPTC replaced the Bar Vocational Course (BVC) in 2010/2011 academic year.

The emergence of equality and diversity monitoring on the BVC was influenced by the recommendations of 'The Barrow Report' (Final Report of the Committee of Inquiry into Equal Opportunities on the Bar Vocational Course, April 1994', and is being accessible on the Bar Council website for the years 2001 to 2008. The tables above display the equality and diversity information collected for the 2010/2011 academic year.

In regards to the measure of age in this table, this figure will be updated with further analysis to reflect the 'under 25 years old' and 'over 25 years old' categories used elsewhere in the presentation of data on the Bar.

<sup>1</sup> This result is based upon preliminary analysis of this dataset

## Bar Professional Training Course Data: 2008/2009

Do you have a disability?	Frequency		Percentage	
	Yes	55		3
No	1442		80.4	
N= 1,793	Missing	296		16.5

What is your ethnic background?	Frequency		Percentage	
	White	790		44
BME	602		34	
N= 1,793	Missing	401		22

What is your gender?	Frequency		Percentage	
	Male	858		48
Female	935		52	
N= 1,793				

What is your Age?	Frequency		Percentage	
	Under 25	968		53.9
Over 25	346		19.3	
N= 1,793	Missing	1,314		26.8

### Summary

(BPTC) was formerly called the Bar Vocational Course (BVC). The Professional Training Course stage of training for the Bar requires successful completion of the Bar Professional Training Course<sup>2</sup> (BPTC) over one year full-time or two years part-time. During the BPTC there are twelve compulsory qualifying sessions (previously known as 'dining') that the Inns hold for their members.

The monitoring information from the Bar Professional Training Course (BPTC) is collected by the providers of the BPTC. This information is given to the Bar Standards Board (BSB)

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<sup>2</sup> The Bar Professional Training Course prior to 2010 was called the Bar Vocational Course.

Education Department on an annual basis. The tables above show the equality and diversity strands monitored by the providers of the BPTC for 2008/2009 and is published on the website.

### The Pupillage Portal 2010/2011

Do you consider yourself disabled?	Frequency		Percentage	
	Yes	85		3
No	2,556		90	
Missing	200		7	
<b>N= 2,841</b>				

What is your sexual orientation?	Frequency		Percentage	
	Bisexual	16		0.6
Gay Man	52		1.8	
Gay Woman/ Lesbian	12		0.4	
Heterosexual/Straight	2,458		86.5	
Other	2		0.1	
Missing	301		10.6	
<b>N= 2,841</b>				

Do you have a child	Frequency		Percentage	
	Yes	244		8.6
No	2,407		84.7	
Missing	190		6.7	
<b>N= 2,841</b>				

What is your gender?	Frequency		Percentage	
	Male	1,214		51.1
Female	1,452		42.7	
Missing	175		6.2	
<b>N= 2,841</b>				

What is your religion or belief?		Frequency	Percentage
N= 2,841	Agnostic	215	7.6
	Buddhist	20	0.7
	Christian	1,159	40.8
	Hindu	63	2.2
	Jewish	39	1.4
	Muslim	193	6.8
	Sikh	44	1.5
	Other	49	1.7
	Not Religious	709	25
Missing	350	12.3	

What is your ethnic background?		Frequency	Percentage
N= 2,841	White	1,874	66
	BME	732	25.7
	Missing	235	8.3

What is your Age <sup>3</sup> ?		Frequency	Percentage
N= 2,841	Under 25	1,130	39.8
	Over 25	996	35.1
	Missing	715	25.2

## Summary

The final stage of training to become a barrister is pupillage. Students who have completed the BPTC can apply for pupillage with chambers online through the pupillage portal however this system does not capture a minority of applicants as in rare cases applications are not done through the pupillage portal.

The pupillage portal was established to monitor pupillage applications and to allow equality and diversity monitoring of pupillage applications. The tables above display the equality and diversity information collected for the 2010/2011 academic year.

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<sup>3</sup> This is the result of preliminary analysis

## Pupils from the 2008/2009 Pupillage Survey

Do you have a disability?	Frequency		Percentage	
	Yes	9		1.8
No	465		94.9	
<b>N= 490</b>	Missing	16		3.3

What is your sexual orientation?	Frequency		Percentage	
	Bisexual	8		1.6
Gay Man	17		3.5	
Gay Woman/ Lesbian	2		0.4	
<b>N= 490</b>	Heterosexual/Straight	425		86.7
	Other	3		0.6
	Missing	35		7.2

Do you have a Child	Frequency		Percentage	
	Yes	51		10.4
No	429		87.6	
<b>N= 490</b>	Missing	10		2

What is your ethnic background	Frequency		Percentage	
	White	363		74.1
BME	126		25.7	
<b>N= 490</b>	Missing	1		0.2

What is your gender?	Frequency		Percentage	
	Male	280		57.1
Female	210		42.9	
<b>N= 490</b>				



What is your Age? N= 490	Frequency	Percentage
Under 25	218	44.5
Over 25	272	55.5

Social Economic Status N= 490	Frequency	Percentage
Modern Professional Occupations	205	41.8
Clerical & Intermediate Occupations	41	8.4
Senior Managers or Administrators	11	2.2
Technical and Craft Occupations	12	2.4
Semi-routine & manual service occupations	5	1
Routine & manual service occupations	8	1.6
Middle or Junior Managers	9	1.8
Traditional Professional Occupations	168	34.1
Unknown	31	6.3

The social class categories listed above is used by the Research Department in collecting and analysing data. This method is widely used in social science and the reference below<sup>4</sup> is used as a standard measure in all surveys and reports.

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<sup>4</sup> Heath, A. F., J. Martin and Beerten (1998) 'A comparison of Registrar General's Social Class with an approximation derived from the long version of the new National Statistics socio-economic classification and the 8 categories derived from The National Statistics and Socio-Economic Classification (NS-SEC).' Workshop of Validation, Essex University.

## Summary

The pupillage supplementary survey is completed with registration by pupils who have been accepted to undertake pupillage. This is the final stage of training to become a barrister and competition is strong to secure pupillage. The survey is undertaken when registering for First Six of pupillage. Pupillage consists of twelve months spent in chambers undertaking practical training. This is divided into two six month periods.

The tables above show the equality and diversity strands monitored in the pupillage supplementary survey for 2008/2009. Data for 2007/2008 is published on the Bar Standards Board website and will be updated once this data is fully analysed.

## The Exit Survey 2010

Gender		Frequency	Percentage
N= 233	Male	128	55
	Female	105	45
	Missing		

Ethnic Origin		Frequency	Percentage
N= 233	White	219	94
	BME	13	6
	Missing	1	0

Disability		Frequency	Percentage
N= 233	Yes	15	6
	No	212	91
	Missing	6	3

### Summary

The exit survey was originally commissioned in 2005 and examined barristers changing practice from 2001 to 2005, the survey was repeated in 2007 and annually since then. The above tables provide data on barristers leaving the profession based upon the 2010 survey; this refers to barristers who left the profession in 2009. Currently 'The Exit for Barristers Changing Practice' is published on the Bar Council website for the years 2001 to 2008 as an aggregate report. The Electoral Reform Services was commissioned by The General Council of the Bar to conduct the survey and prepared a summary report.

The tables above provide a breakdown on barristers changing practice on the basis of gender, race and disability from the 2010 Exit Survey. These are the only equality and diversity strands measured in this survey. In responding to 'Ethnic Origin', one respondent did not choose a category and in responding to 'Do you consider yourself to be disabled?' 6 (3%) of respondents did not answer.

### The Employed Bar Survey 2007

Gender		Frequency	Percentage
N= 383	Male	214	56
	Female	169	44
	Missing		

Ethnic Origin		Frequency	Percentage
N= 383	White	356	93
	BME	27	7
	Missing		0

Disability		Frequency	Percentage
N= 383	Yes	13	3.5
	No	370	96.5
	Missing		

## Summary

At the end of November 2007 the Employed Barristers' Committee (EBC) of the Bar Council undertook a 'Survey of the Employed Bar' to find out more about the profile of employed barristers, their backgrounds and interests, the issues that affected employed practitioners and the matters that they thought the EBC - as their representatives - should prioritise in 2008. The results of this Survey are not representative of the employed Bar as a whole but they give some indication of practitioners' concerns and provide the EBC with important feedback.

The EBC received 383 responses to the Survey (13% of all practising employed barristers).

- 56% of respondents were male and a corresponding 44% were female.
- 93% described their ethnic group as 'White'. The remaining 7% described themselves as being of other non-White ethnic groups.
- Less than 4% considered themselves to be disabled.
- The average Call date of those responding to the Survey was 1991(= 17 years' Call).
- Respondents worked in a variety of employment sectors, with 56% employed in the public sector and 44% in the private sector or other areas of employment.
- 88% of respondents were working full-time at the time of the Survey, with a corresponding 12% working part-time.
- Over three-quarters (77%) of respondents had undertaken pupillage, of whom the majority (88%) had completed pupillage in Chambers.
- Only 37% of respondents worked for organisations which were registered Pupillage Training Organisations.
- Almost 90% of respondents anticipated remaining at the employed Bar. Of these, 35% would actively consider applying for Queen's Counsel and 64% would consider applying for judicial office.