



Diversity of the Bar Standards Board (BSB) Workforce and Board Members, as of 1 December 2025

Background

1. Publishing an aggregated summary of the diversity data of our workforce on an annual basis, alongside a written summary of the diversity of our Board, demonstrates the BSB's commitment to meeting its legal and regulatory equality duties in all aspects of its work.
2. This is consistent with and intended to demonstrate our commitment to:
 - a. Our legal obligations under the Equality Act 2010;
 - b. Our regulatory objective to encourage an independent, strong, diverse, and effective legal profession, under the Legal Services Act 2007;
 - c. Ensure meaningful compliance with our equality duties in every aspect of our work, demonstrate best equalities and anti-discrimination practice, and embed equality and fairness into the day-to-day running of our organisation;
 - d. Use diversity data to inform our inclusive recruitment practices which help to attract, recruit, retain and promote a diverse workforce, including Board members.

The data

3. The data in this report were captured on 1 December 2025, which is the same capture date for the data used for the [Diversity at the Bar Report 2025](#).
4. The data we collect from our workforce and Board members cover characteristics protected by the Equality Act 2010¹ in addition to information about caring responsibilities and social mobility. The categories covered are the same monitoring categories that we report about the barrister profession.
5. The BSB has included data for sex and gender reassignment² for the BSB as of 01 December 2025. From this year we are reporting on sex rather than gender as in previous reports in line with the most recent Government guidance on statistical

¹ Protected characteristics are defined by the 2010 Equality Act: at the time of publishing the protected characteristics are age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation

² Note that while the wording for this question mirrors that used for monitoring the protected characteristic of gender reassignment in the 2021 Census, UK Statistics Authority [Guidance on monitoring of sex and gender](#) is currently evolving following the publication of an [Independent Review](#) in March 2025. We have included this data in order to best meet our reporting obligations around the protected characteristics set out in the Equality Act, while reviewing our monitoring approach in response to recent Government guidance.

reporting.³ We had not previously reported on gender reassignment due to low response rates. The monitoring question for this 'Is your gender identity the same as the sex which you were assigned at birth?'⁴. As of December 2025, response rates for this monitoring question are high enough to include this data in our reporting.

6. The BSB Diversity report does not currently include data on the protected characteristics of pregnancy and maternity. The data collection is captured on the 1st December annually, as a result any employees who are on maternity or paternity leave were excluded for this dataset. The closest available proxy being the data we hold on caring responsibilities for children (see section Primary carer of a child or children aged 18 or under). The BSB is currently considering how best we can collect and report data on pregnancy and maternity, in order to meet our reporting obligations around the protected characteristics set out in the Equality Act.
7. The figures presented in all the summary text relate only to those who have provided a response, whereas the data presented in the tables is based on all BSB staff including those who have not responded to monitoring questions ('no response') and those who stated they preferred not to provide the information ('prefer not to say').

Sensitive personal data

8. The Data Protection Act 2018 and the UK General Data Protection Regulation (UK GDPR) categorise data about ethnicity, sexual orientation, religion or belief, and health including disability as "special category personal data". This report only gives percentages for these characteristics which have 5% or more in each group, otherwise there would be a risk of identifying individuals.
9. In the case of workforce data, we have grouped some of the response categories for these characteristics, where appropriate. In the case of Board data, we have specified which response categories are the most populated for these characteristics, where appropriate.
10. This enables us to give information about the diversity of our organisation in respect of a characteristic which counts as special category personal data, without risking the identification of individuals in a particular response category.

Workforce data

11. The data were captured on 1 December 2025, and the report covers data on BSB staff. The BSB will continue to encourage its workforce to share diversity data and commit to monitoring its staff diversity data annually. As of 1st December 2025, the BSB's workforce consisted of 140 people⁵, which is an increase of 13 per cent from the 124 reported in December 2024, and 35 per cent from the 104 reported in December 2023.
12. Data about the diversity of our workforce have been aggregated to avoid the identification of individuals who have declared a particular characteristic. This is in line

³ Available [here](#).

⁴ Note that while the wording for this question mirrors that used for monitoring the protected characteristic of gender reassignment in the 2021 Census, UK Statistics Authority [Guidance](#) on monitoring of sex and gender is currently evolving following the publication of an [Independent Review](#) in March 2025. We have included this data in order to best meet our reporting obligations around the protected characteristics set out in the Equality Act, while reviewing our monitoring approach in response to recent Government guidance.

⁵ This does not include members of the General Council of the Bar's Resources Group, who offer support services to both the BSB and the Bar Council.

with the requirements we set for the publication of diversity data by the barrister profession, at rC110 of our Handbook.

13. In demonstration of our commitment to be a diverse and inclusive employer, we have included a commentary about the diversity of our workforce in relation to particular characteristics. Where reference is made to national comparators, including “working age” or “economically active” comparators, we note that it may not always be realistic to expect a small organisation like ours to match those national data precisely. Our office is based in London, and the majority of our people are based in and around the area, although flexible working means that our people can be based elsewhere in the UK. Comparisons with the working population of London are not readily available for most monitoring categories, so we have generally compared our data with the UK working age population. It is worth noting, however, that the demographic profile of the working population of London is likely to be quite different to that of the UK as a whole. Where an appropriate comparator is available for the London area (for example on ethnicity) we have provided it.
14. The section of this report on the BSB workforce includes some disaggregation by job level, broadly grouping our workforce into job levels 1-4 and 5-7: Job levels 1-4 represent those with more senior roles (managers and senior managers), whereas levels 5-7 represent those with more junior roles. In addition, our People Team produces a report every six months to our Performance and Strategic Planning Committee about diversity at different levels of seniority in our organisation. Our analysis of this information informs our approach to issues of recruitment, progression, and retention at the BSB, as part of our commitment to diversity and inclusion at all levels.
15. This year, we can report that the disclosure rates (i.e. the proportion responding to monitoring questions, including those who gave a ‘prefer not to say’ response) in relation to ethnicity, disability, religion, sexual orientation, type of school attended, first generation to attend university and information about being a primary carer have decreased. Since our last Board and Staff Diversity report in December 2024, we have had 49 new employees join the BSB (vacancies filled) and 22 leavers between Q4 2024/5 and Q3 2025/6. As part of the new starter induction, we emphasise the importance of completing equality monitoring data. As a result of the findings in this report, we will now provide more information about why the data is collected, which will help encourage completion for new starters. We will ensure new starters are aware that they can select “prefer not to say” if they wish to do so, so they are still completing the form.

Board data

16. We collect and analyse diversity data from members of our Board at least annually, to help us to identify strategies for recruiting a diverse Board. At the time of collecting data for this report, our Board had 11 members, which is the same as on 1 December 2024.
17. We have given a written summary about the diversity of our Board instead of a detailed statistical report and have not included a commentary about whether our Board is representative of wider society, because numbers are very small.

Diversity of Board Members as of 1 December 2025

As of 1 December 2025, there were 11 members of our Board.

Age: All members of our Board specified their age group. As of 1 December 2025, three members were aged “45-54”, six members were in the “55-64” range, and the remaining Board members were aged 65+.

Disability: Ten members of our Board responded to this question. The most frequently given response was “no disability”. We have not reported the raw data for this characteristic because doing so would risk identifying individuals’ disability status, which is special category personal data.

Ethnicity: Ten members of our Board responded to this question. As of 1 December 2025, seven members were from a White background. The remaining members were from another ethnic group. We have not reported raw data for the remaining response categories for this characteristic because doing so would risk identifying individuals’ ethnicity, which is special category personal data.

Sex: Nine members of our Board responded to this question. As of 1 December 2025, five members were Male and four members were Female.

Gender Reassignment: No board members indicated that their gender identity was different to the sex that they were registered as at birth

Religion: All members of our Board responded to this question. Of those members, the most populous category was “No religion”, with “Christianity” being the second most represented group. We have not reported the raw data for this question because doing so would risk identifying individuals’ religion status, which is special category personal data.

Sexual orientation: All members of our Board responded to this question, with the most commonly given response for sexual orientation being ‘heterosexual’.

First generation to attend university: Of the ten Board members that gave a response, five stated that they were of the first generation in their immediate family to attend university and five stated that they were not of the first generation in their immediate family to attend university.

Type of School attended Seven Board members provided a response to this question. Four board members stated that they attended a UK state school.

Primary care of a child/children aged under 18: All Board members gave a response to this question. Six Board members stated that they were not a primary carer for one or more children aged under 18 and five Board members stated that they were.

Provision of care for a non-dependent person: Ten Board members gave a response to this question. Seven Board members said that they do not provide care for a non-dependent person. Three Board members specified that they provide care for another person for between 1 to 19 hours per week.

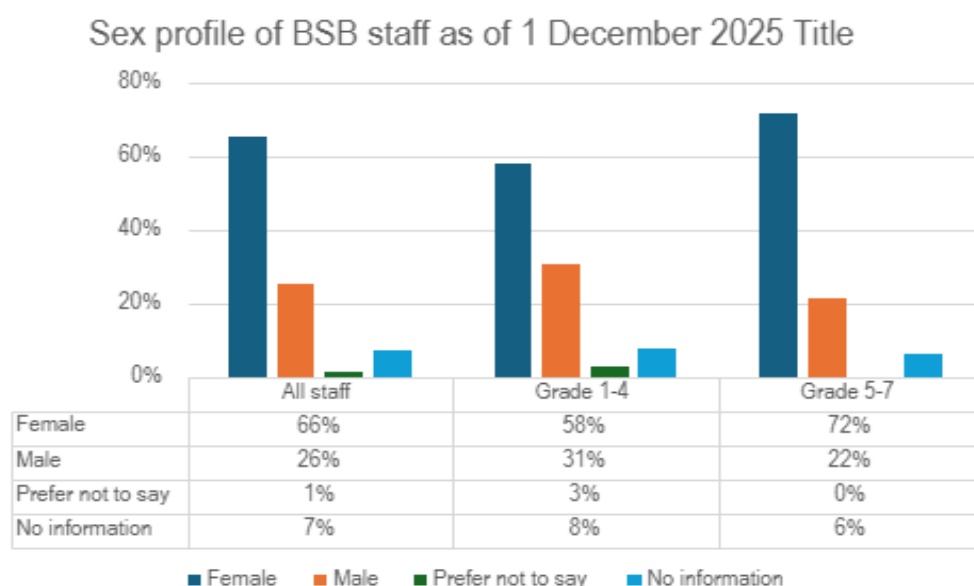
Diversity of BSB Workforce as of 1 December 2025

As of 1 December 2025, the BSB had 140 people in its workforce.⁶ 62 had a role at job levels 1-4 (nine more than in December 2024), and 78 had a role at job levels 5-7 (seven more than in December 2024). Level 1 is the most senior.

Sex

The monitoring question for this is: What is your sex?

The proportion of non-responses to this question is seven per cent.



Among those who have provided a response, as of 1 December 2025, the proportion of our workforce who are female is 72 per cent. This compares to an estimate of 50.8 per cent of the UK working age (16-64) population being female as of September 2025.⁷ The remainder of our workforce is made up of 28 per cent of males. There are proportionately more men in job levels 1-4 than there are in job levels 5-7 (35 per cent compared to 23 per cent).

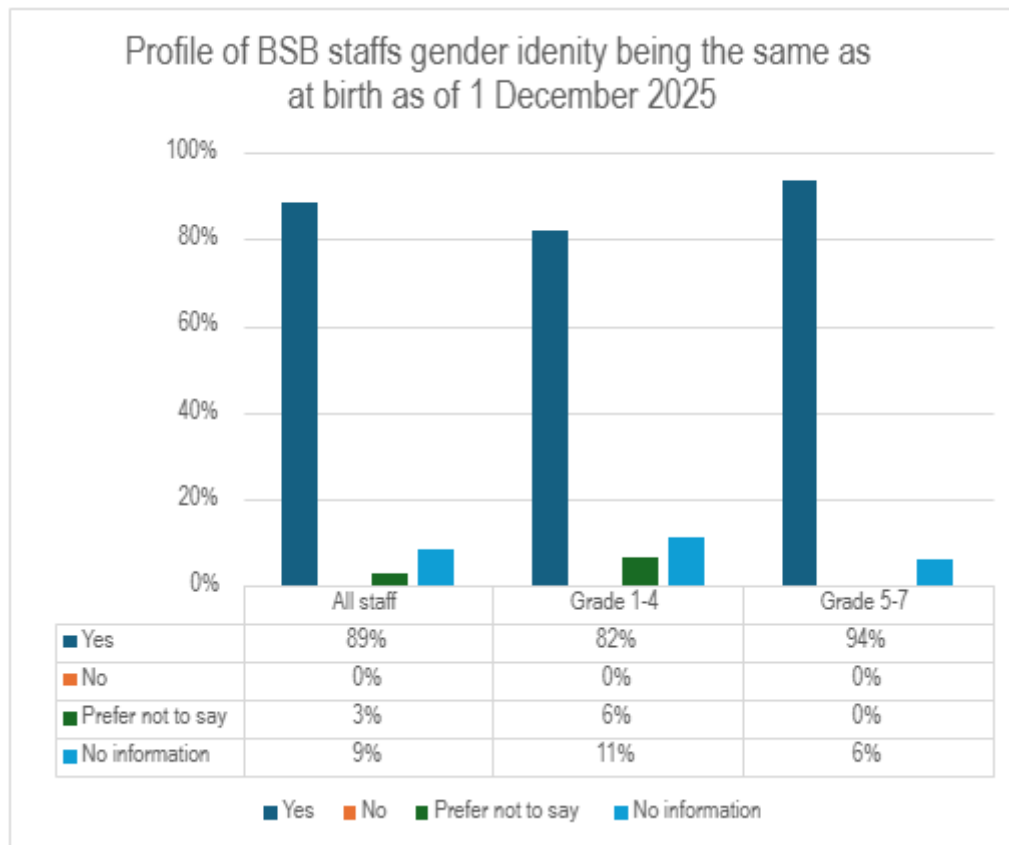
⁶ For the purposes of this report, “workforce” means BSB employees. It does not include Board members or members of the Resources Group, which we share with the Bar Council as part of the General Council of the Bar.

⁷ . Calculated from the ‘Labour Force Survey: Population aged 16-64: Female: Thousands: SA’, and ‘Labour Force Survey: Population aged 16-64: UK: Male: Thousands: SA’ datasets published by the Office for National Statistics on ons.gov.uk

Gender Reassignment

The monitoring question for this is: Is your gender identity the same as the sex which you were assigned at birth?⁸

The proportion of non-responses to this question in 2025 is nine per cent.

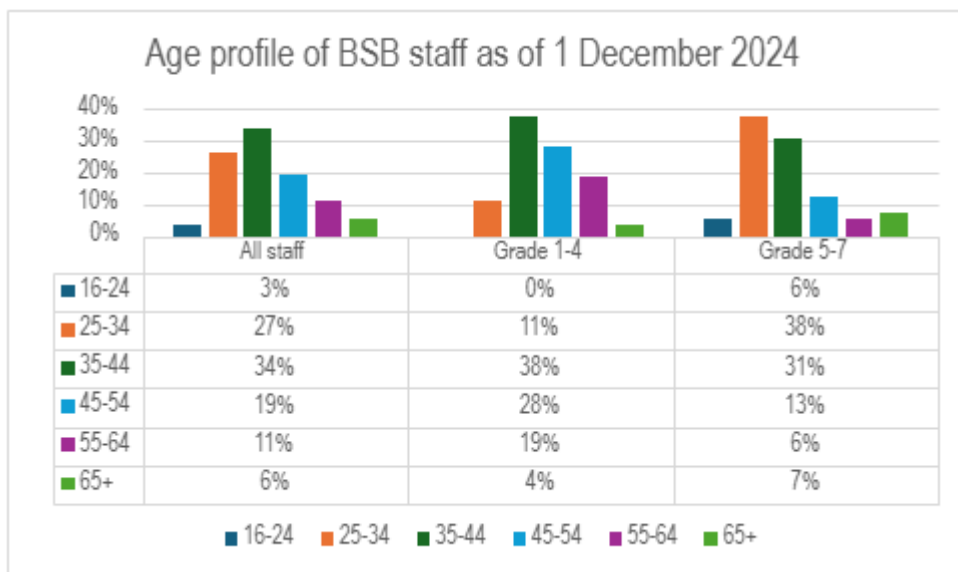


Among those who have provided a response, 100% said their gender identity was the same as the sex they were assigned at birth.

⁸ Note that while the wording for this question mirrors that used for monitoring the protected characteristic of gender reassignment in the 2021 Census, UK Statistics Authority [Guidance](#) on monitoring of sex and gender is currently evolving following the publication of an [Independent Review](#) in March 2025. We have included this data in order to best meet our reporting obligations around the protected characteristics set out in the Equality Act, while reviewing our monitoring approach in response to recent Government guidance.

Age

This year data for 'prefer not to say' and 'not selected' has been reported for the age profile.



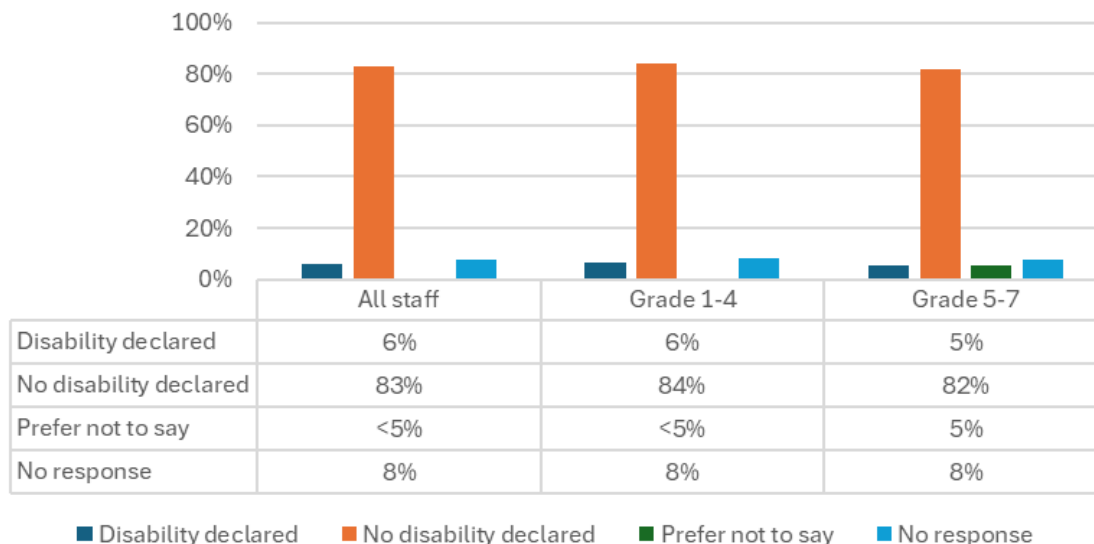
As of 1 December 2025, of those who provided information on age:

- Two per cent of our workforce was aged 16 to 24. This compares to a figure of three per cent on 1 December 2024.
- 31 per cent of our workforce was aged 25 to 34. This compares to a figure of 27 per cent on 1 December 2024.
- 30 per cent of our workforce was aged 35 to 44, which is four percentage points less than that seen on 1 December 2023.
- 20 per cent of our workforce was aged 45 to 54, which is an increase of one percentage point from December 2024.
- The proportion of our workforce aged 55 to 64 decreased by one percentage point year on year and stood at 12 per cent.
- A greater proportion of our workforce in job levels 1-4 were in older age ranges in comparison to those in job levels 5-7.

Disability

As disability is special category data, any data cell with less than 5% has been suppressed.

Disability status of BSB staff as of 1 Dec 2025



As of 1 December 2025, six per cent of those in our workforce who provided a response declared a disability. This is an increase of one percentage point from 2024. In comparison, it is estimated that around 16.7 per cent of the employed working age population (those aged 16 to 64) had a declared disability as of Q3 2024.⁹

Eight per cent of the BSB workforce did not provide a response to this question, compared to two per cent as of December 2024.

We will continue to work to identify and address any barriers to inclusion for disabled applicants and employees. As part of the General Council of the Bar, we are a Disability Confident employer.

⁹ Calculated for Jul-Sep 2025 from Office for National Statistics datasets: A08: Labour market status of disabled people using Equality Act Levels (People).

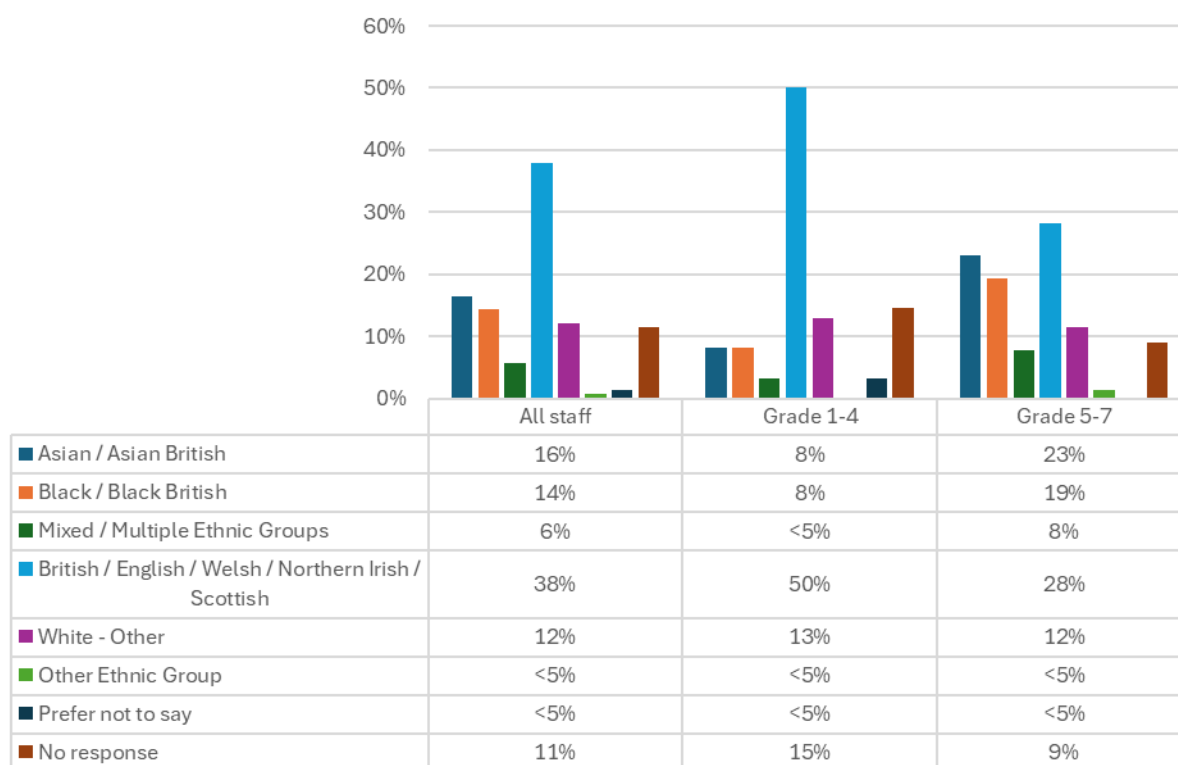
Ethnicity

The proportion of our workforce who are from a minority ethnic background is significantly higher than the proportion of people in the working age population of England and Wales who are from a minority ethnic background. The same holds true for Asian/Asian British, Mixed/Multiple and Black/Black British ethnic backgrounds.

11 per cent of the BSB workforce did not provide a response to this question, compared to six per cent as of 1 December 2024

As ethnicity is special category data, any data cell with less than 5% has been suppressed.

Ethnicity of BSB staff as of 1 Dec 2025



Year on year comparisons below are made using only those who have provided information. The below figures relate only to those who have provided a response.

Of those that provided information on ethnicity; as of 1 December 2025:

- 57 per cent of our workforce was White, compared to 80.0 per cent of the UK working age population.¹⁰ 56.4% of the working population in London was White, and 43.6% of London's working age population is from a different ethnic background.¹¹ We acknowledge this comparison is not a direct one but indicates a similarity in the BSB workforce composition to London.

¹⁰ Calculated from ONS dataset - A09: Labour market status by ethnic group – figures for Jul-Sep 2025

¹¹ Calculated from Nomis ONS dataset – Labour market statistics for London

- 43 per cent were from a White British/English/Welsh/Scottish/Northern Irish background, and 14 per cent were from another White ethnic background. The proportion of our workforce who are White is four percentage points higher than that seen in December 2024.
- 43 per cent of our workforce was from a minority ethnic background. This is four percentage points lower than that seen in December 2024 and compares to an estimate of 19.9 per cent of the 16-64 working age population in England and Wales as of Q3 2025.
- 19 per cent of our workforce was Asian/Asian British. This is one per cent lower than December 2024 and compares to around 7.9 per cent of the UK working age population.
- 16 per cent of our workforce was Black/Black British, which has not changed since December 2024 and compares to around 5.5 per cent of the UK working age population.
- Seven per cent of our workforce was from Mixed/Multiple ethnic backgrounds, two percentage points less than in December 2024, and compares to around 2.1 per cent of the UK working age population.
- A far greater proportion of those in job levels 1-4 are of White British ethnic backgrounds in comparison to the relative proportion in job levels 5-7 (61 per cent compared to 31 per cent). There was a similar proportional breakdown in 2024 where 54 per cent of those in job levels 1-4 were of White British ethnic backgrounds versus 29 per cent in job levels 5-7.

11 per cent of the BSB workforce did not provide a response to this question, compared to six per cent as of December 2024.

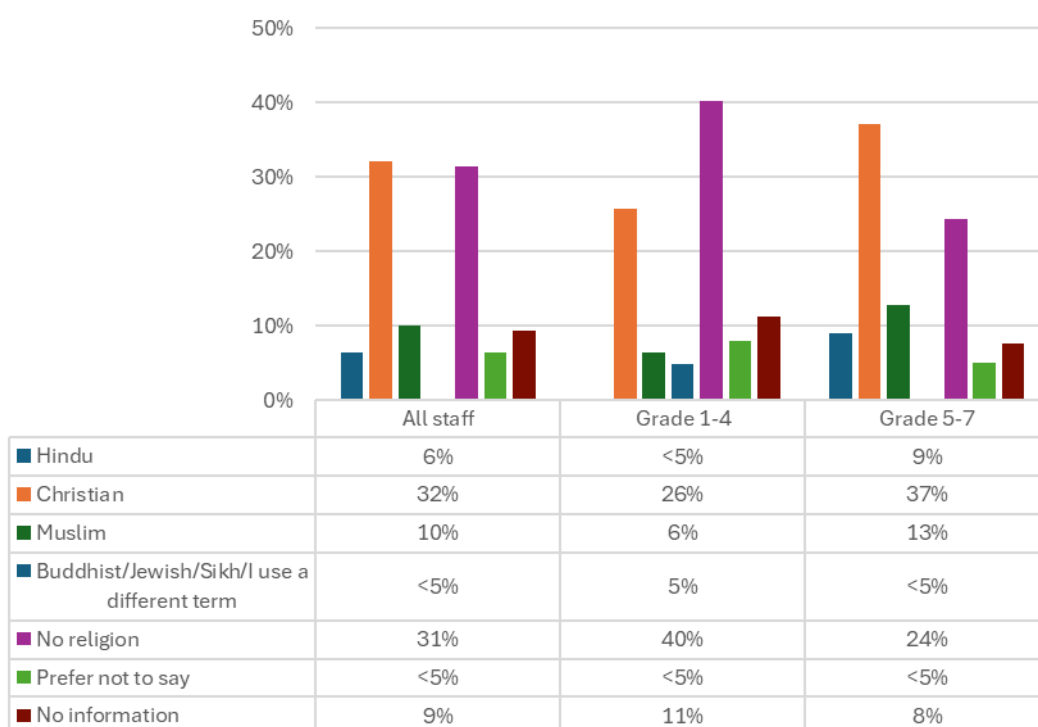
Religion or Belief

As religion or belief is special category data, any data cell with less than 5% has been suppressed. In addition, prefer not to say' data has also been suppressed to prevent values being easily calculated.

As of 1 December 2025:

- 31 per cent of our workforce had no religion.
- 53 per cent of our workforce declared a religion or belief, which is four percentage points lower than in December 2024.

Religion or Belief of BSB staff as of 1 Dec 2025



Of those that provided a response:

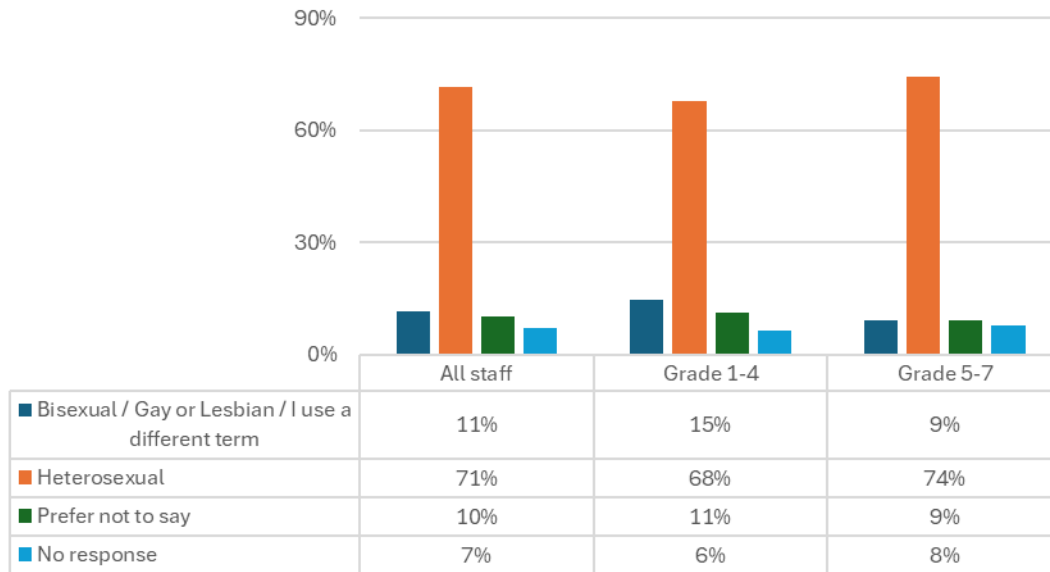
- 38 per cent of our workforce selected Christian (all denominations).
- 12 per cent of our workforce selected Muslim.
- Eight per cent of our workforce selected Hindu.
- Five per cent of our workforce selected they were of another religion. This group includes those who selected “Jewish”, “Sikh”, “Buddhist” or “I use a different term” as their religion. We have combined these categories to avoid the risk of identifying individuals.

We hold no information for nine per cent of our workforce. This is an increase of five percentage points compared to December 2024.

Sexual orientation

We have compared our data to data from “Sexual Orientation, UK: 2021 and 2022”, which was published by the Office for National Statistics in 2022.¹² To avoid the identification of individuals, we have grouped “Bisexual”, “Gay or Lesbian”, and those who use another term for their sexuality (not including those identifying as heterosexual) as “Bisexual / Gay or Lesbian / Another sexuality”.

Sexual orientation of BSB staff as of 1 Dec 2025



As of 1 December 2025, and out of those who have provided information:

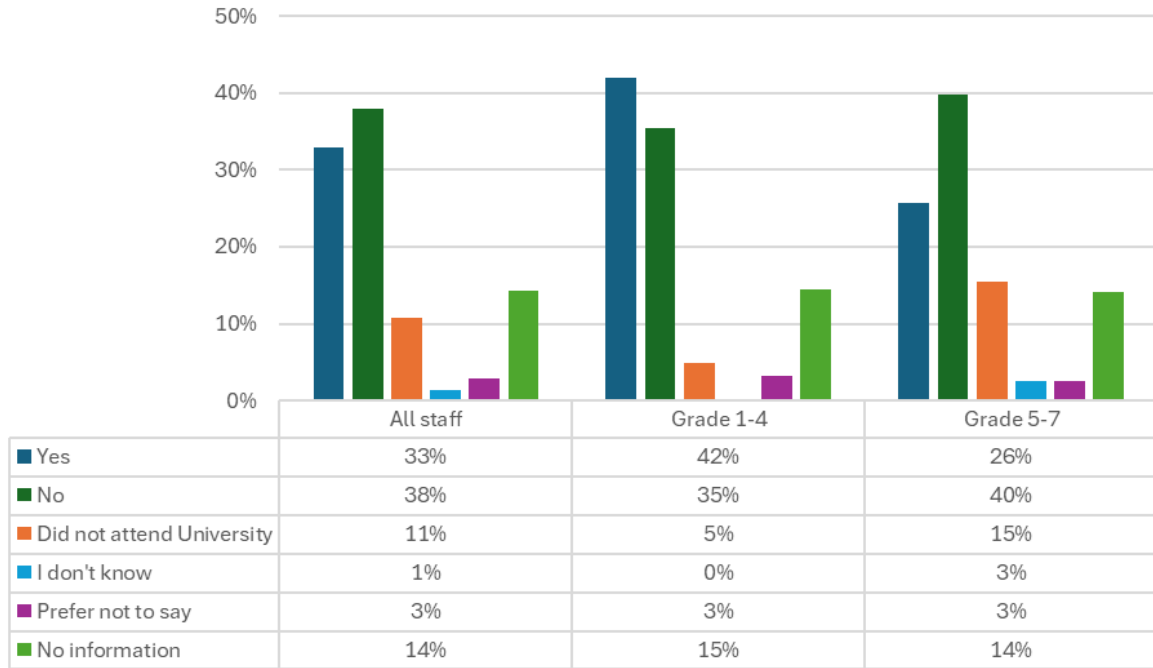
- 86 per cent of our workforce selected “Heterosexual” as their sexuality, which is an increase of one percentage point from December 2024
- 14 per cent of our workforce selected “Bisexual/ Gay or Lesbian/ Another sexuality”, which is an increase of one percentage point compared to December 2024. This compares to an estimate of five per cent of the UK population aged 16 and over identifying as one of Bisexual, Gay or Lesbian or another sexual orientation as of 2022 (when excluding non-responses).

We have no information for seven per cent of our workforce, meaning non-disclosure for sexual orientation has increased by around five percentage points compared to December 2024.

¹² Calculated from Table 1 in UK Office for National Statistics Bulletin: Sexual orientation, UK: 2021 and 2022. The calculation involved excluding non-responses from the table and recalculating the percentages.

First generation to attend university

Percentage of BSB staff that were part of first generation in their family to attend university, as of 1 Dec 2025



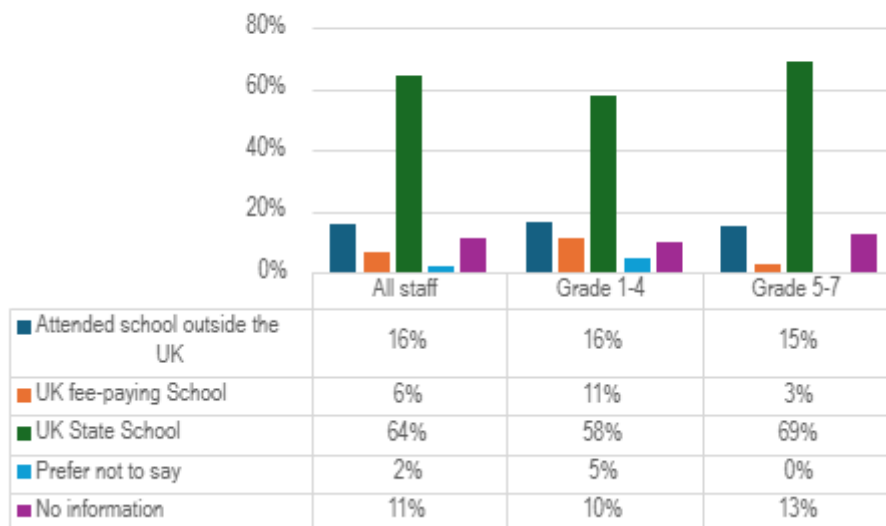
The below includes only those who have provided information (including comparisons made). As of 1 December 2025:

- 46 per cent of our workforce were part of the first generation of their family to attend university, which is an increase of two percentage points compared to December 2024.
- 40 per cent of our workforce were not part of the first generation of their family to attend university, which a decrease of two percentage points from December 2024.
- 13 per cent of our workforce did not attend university.
- A greater proportion of those in job levels 5-7 were the first generation to go to university in comparison to the comparative figure for those in job levels 1-4.

We have no information on this question for 14 per cent of our workforce, meaning disclosure for this question has decreased by five percentage points since 1 December 2024.

Type of school attended

Type of school attended for BSB staff as of 1 Dec 2025



As of 1 December 2025, and out of those who have provided a response:

- Seven per cent of our workforce attended an independent or fee-paying school in the UK, which is a four-percentage point decrease from that reported in December 2024. In comparison, approximately 6.6 per cent of school children in England at any age¹³ and 9.8 per cent of UK domiciled young full-time first-degree entrants in the UK in 2020/21¹⁴ attended an independent/fee-paying school.
- 74 per cent of our workforce attended state school in the UK, which is an increase of two percentage points from December 2024.
- 18 per cent of our workforce attended school outside the UK.
- A higher proportion of those in job levels 1-4 had attended a UK independent/fee-paying school than the comparative figure for those in job levels 5-7. (13 per cent versus seven per cent)

11 per cent of the BSB workforce did not provide a response to this question, compared to five per cent as of December 2024.

¹³ Independent Schools Council: Research. <https://www.isc.co.uk/research/> (accessed 12 January 2026). We acknowledge that this comparison is not a direct one; we are lacking data on type of school mainly attended between the ages of 11-18 for England and Wales only.

¹⁴ Higher Education Statistics Authority: Widening participation summary: UK Performance Indicators. <https://www.hesa.ac.uk/data-and-analysis/performance-indicators/widening-participation-summary> (accessed 6 January 2024)

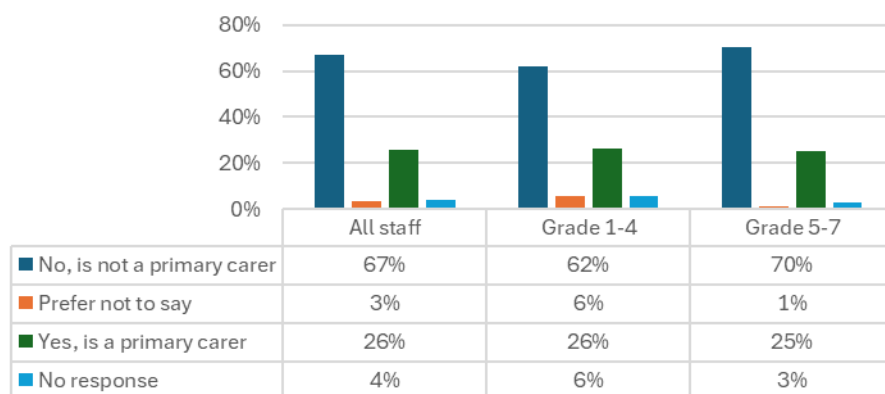
Primary carer of a child or children aged under 18

The BSB does not currently report on the protected characteristics of pregnancy and maternity. Data for employees on maternity or paternity leave are currently not included in the report. The closest available proxy in the data reported is the data we report on caring responsibilities for children (see section Primary carer of a child or children aged 18 or under).

The BSB is currently considering how best we can collect and report data on pregnancy and maternity to meet our reporting obligations around the protected characteristics set out in the Equality Act.

Around 37 per cent of employed males and 40.5 per cent of employed females in the UK are a primary carer for one or more children.¹⁵ This includes all individuals aged from 16-64 and the proportion of those in the UK with primary care of a child is likely to be far higher for those aged 35-54.

BSB staff with primary caring responsibilities for one or more children aged under 18 as of 1 Dec 2025



As of 1 December 2025, and out of those who have provided a response:

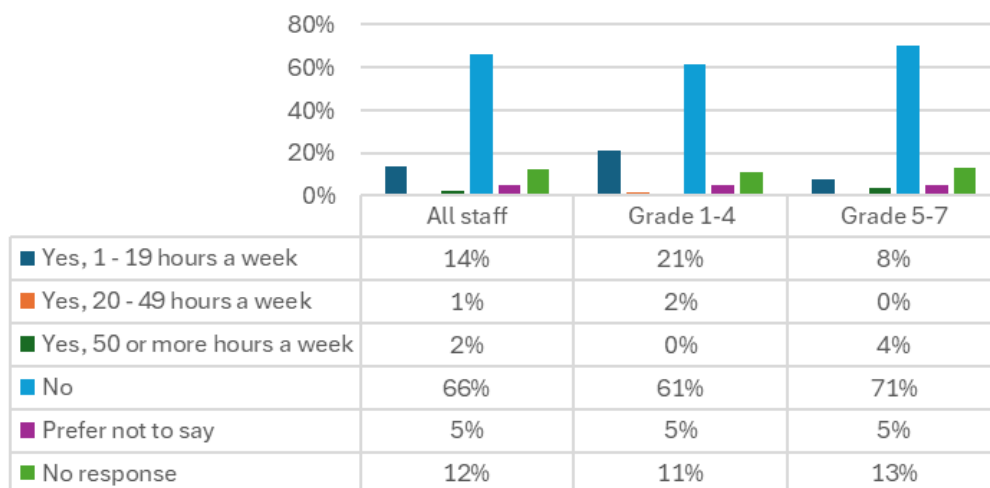
- 31 per cent of our workforce are a primary carer of a child or children aged under 18, which is an increase of three percentage points from December 2024.
- 69 per cent of our workforce are not a primary carer of a child or children under 18, which is a decrease of three percentage points from December 2024.

We hold no information on this monitoring category for ten per cent of our workforce, meaning disclosure for this question has decreased by six percentage points since December 2024.

¹⁵ Calculated from ONS dataset - Economic activity and employment type for men and women by age of the youngest dependent child living with them in the UK: Worksheet 1 - Table S

Provide care for other family members, neighbours, or others

Percentage of BSB staff who support family members, neighbours or others as of 1 Dec 2025



As of December 2025, *and out of those who have provided a response*:

- 20 per cent of our workforce provide care to family members, neighbours, or others (most of which provide care for between 1-19 hours a week for another). This is a decrease of two percentage points from December 2024 and is greater than a figure estimated for the UK working population by Carers UK¹⁶. According to Carers UK, around 14.3 per cent of those in work in the UK provide care for another, not including primary care of children.
- 80 per cent of our workforce does not provide care to family members, neighbours, or others.
- It appears that a higher proportion of those in job levels 1-4 provide care for another than the comparative figure for those in job levels 5-7.

We hold no information for 12 per cent of our workforce. This is a decrease in disclosure rates of six percentage points from December 2024.

¹⁶ See Carers UK, Juggling Work and Unpaid Care, 2019