



# Diversity of the Bar Standards Board (BSB) Workforce and Board Members, as of 1 December 2023

## 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, forms part of our [Equality Strategy for 2022-25](#).
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 strategies to recruit a diverse Board and workforce.

## The data

3. The data in this report were captured on 1 December 2023, which is the same capture date for the data used for the [Diversity at the Bar Report 2023](#).
4. The data we collect from our workforce and Board members cover all the characteristics that are protected by the Equality Act 2010 (except for pregnancy and maternity, and marriage and civil partnership) in addition to information about caring responsibilities and social mobility. These are the same data that we collect about the barrister profession.

## Sensitive personal data

5. The Data Protection Act 2018 categorises data about ethnicity, sexual orientation, religion or belief, and disability as “sensitive personal data”. This report only gives raw data or percentages for these characteristics if doing so would not risk identifying individuals.
6. 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.
7. This enables us to give information about the diversity of our organisation in respect of a characteristic which counts as sensitive personal data, without risking the identification of individuals in a particular response category.

## Workforce data

8. We collect diversity data from our workforce by issuing an anonymous and voluntary diversity survey at least every three years, and by encouraging our workforce to update their details whenever their circumstances change. As of 1 December 2023, the BSB's workforce consisted of 104 people<sup>1</sup>, which is an increase from the 99 reported in December 2022, and 88 reported on 1 December 2021.
9. 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 with the requirements we set for the publication of diversity data by the barrister profession, at rC110 of our Handbook.
10. 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 many of our people are based in and around the area. Comparisons with the working population of London are not made due to suitable comparators only being available for a few monitoring categories. 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.
11. 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 produce six monthly reports to our Performance and Strategic Planning Committee about diversity at different levels of seniority in our organisation: The publication of these reports at the level of disaggregation undertaken would risk identifying individuals. 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.

## Board data

12. 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 one more than on 1 December 2022.
13. 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.

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<sup>1</sup> 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.

## Diversity of Board Members as of 1 December 2023

As of 1 December 2023, there were 11 members of our Board.

**Age:** All members of our Board specified their age group. As of 1 December 2023, two members were aged “35-54”, seven members were in the “55-64” range, and the remaining Board members were aged 65+.

**Disability:** Eight 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 sensitive personal data.

**Ethnicity:** All members of our Board specified their ethnicity. As of 1 December 2023, eight 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 sensitive personal data.

**Gender.** All members of our Board specified their gender. As of 1 December 2023, four members were female, and seven members were male. No board members indicated that they were a different gender to the sex that they were registered as at birth.

**Religion:** Ten 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 sensitive 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 nine Board members that gave a response, four stated that they were of the first generation in their immediate family to attend university and five stated that they were either not of the first generation in their immediate family to attend university or that they did not attend university.

**Type of School attended** Only five 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:** 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 2023

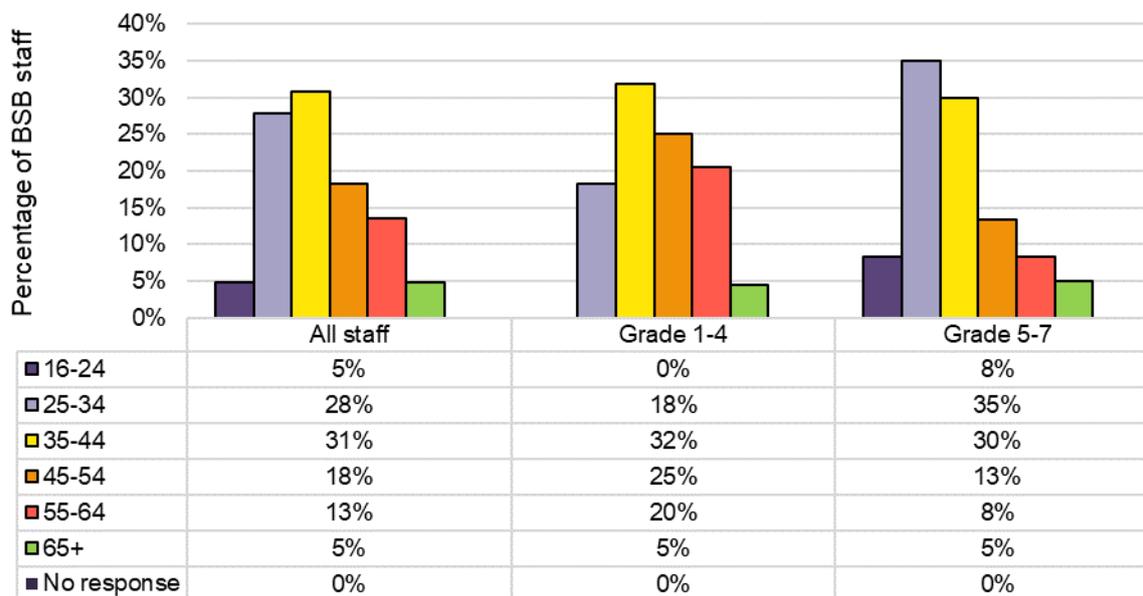
As of 1 December 2023, the BSB had 104 people in its workforce.<sup>2</sup> 44 had a role at job levels 1-4 (one fewer than in December 2022), and 60 had a role at job levels 5-7 (six more than in December 2022). Level 1 is the most senior.

### Age

As of 1 December 2023:

- Five per cent of our workforce was aged 16 to 24. This compares to a figure of six per cent on 1 December 2022.
- 28 per cent of our workforce was aged 25 to 34. This compares to a figure of 37 per cent on 1 December 2022.
- 31 per cent of our workforce was aged 35 to 44, which is six percentage points more than that seen on 1 December 2022.
- 18 per cent of our workforce was aged 45 to 54, which is an increase of five percentage points from December 2022.
- The proportion of our workforce aged 55 to 64 decreased by two percentage points year on year and stood at 13 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.

Age profile of BSB staff as of 1 December 2023

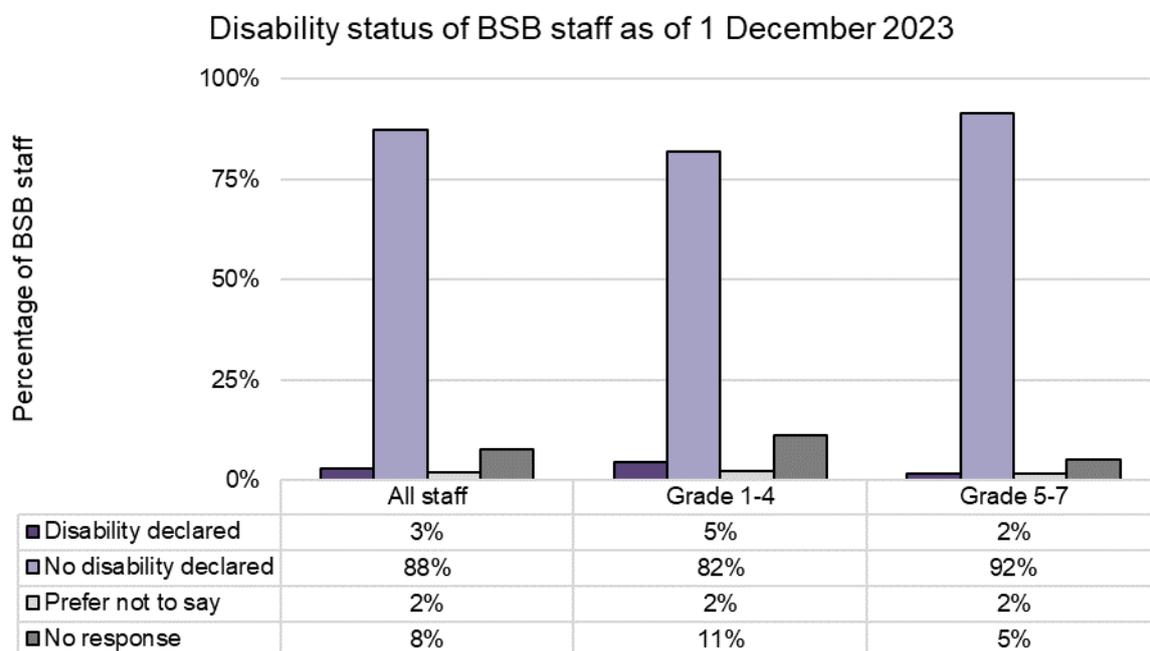


<sup>2</sup> For the purposes of this report, “workforce” means BSB employees. It does not include Board members or members of the Resources Group, which we share with the Bar Council as part of the General Council of the Bar.

## Disability

As of 1 December 2023, three per cent of our workforce declared a disability. This is a decrease of one percentage point from 2022. In comparison, it is estimated that around 16.5 per cent of the employed working age population (those aged 16 to 64) had a declared disability as of April-June 2023.<sup>3</sup>

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. Our [Equality Strategy for 2022-25](#) includes a number of commitments to promote equality for disabled applicants and employees, as well as a focus on disability issues at the Bar.



<sup>3</sup> Calculated for Apr-Jun 2023 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. Year on year comparisons in the below are made using only those who have provided information.

*Of those that provided information on ethnicity, as of 1 December 2023:*

- 59 per cent of our workforce was White, compared to 83.2 per cent of the UK working age population.<sup>4</sup> The proportion of our workforce who are White is two percentage points lower than that seen in December 2022, and also compares to a figure of 71 per cent in the BSB E&D Strategy for 2017-2019 (published in early 2017).<sup>5</sup> Of the 59 per cent of our workforce from a White ethnic background, 44 per cent were from a White British background, and 15 per cent were from another White ethnic background.
- 41 per cent of our workforce was from a minority ethnic background. This is two percentage points higher than that seen in December 2022 and compares to an estimate of 16.7 per cent of the working age population in England and Wales as of April-June 2023.
- 20 per cent of our workforce was Asian/Asian British. This is one percentage point lower than December 2022 and compares to seven per cent in the UK working age population as of April-June 2023.
- 12 per cent of our workforce was Black/Black British, which is two percentage points higher than that seen in December 2022, and compares to a figure of 4.1 per cent in the UK working age population.
- Six per cent of our workforce was from Mixed/Multiple ethnic backgrounds, one percentage point lower than in December 2022, and compares to a figure of 1.7 per cent in 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 (56 per cent compared to 35 per cent).

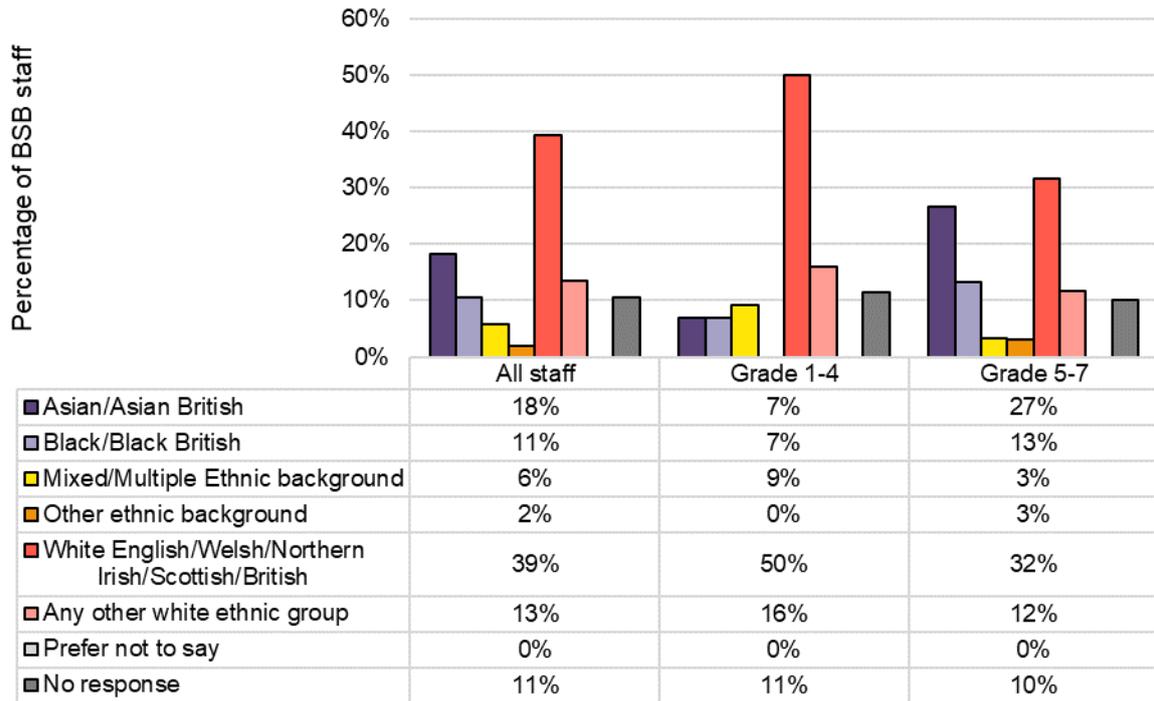
11 per cent of the BSB workforce did not provide a response to this question, compared to 9 per cent as of December 2022.

We have disaggregated “White English/Welsh/Northern Irish/Scottish” from “Any other white ethnic group” in the chart below because it is of interest that 13 per cent of our workforce (who provided their ethnicity) selected “Any other white ethnic group”.

<sup>4</sup> Calculated from adding together figures one economically active and inactive 16-64 population by ethnicity from the Labour Force Survey: A09: Labour Market Status by ethnic group - as of April-June 2023.

<sup>5</sup> Bar Standards Board (2017) Equality and Diversity Strategy 2017-19. This was published in February 2017 and uses data from this time. Figures on BSB diversity can be found in Annex 3. These figures were included as a comparator in the 2019 and 2020 BSB Board and Staff Diversity Reports and have been included here for consistency.

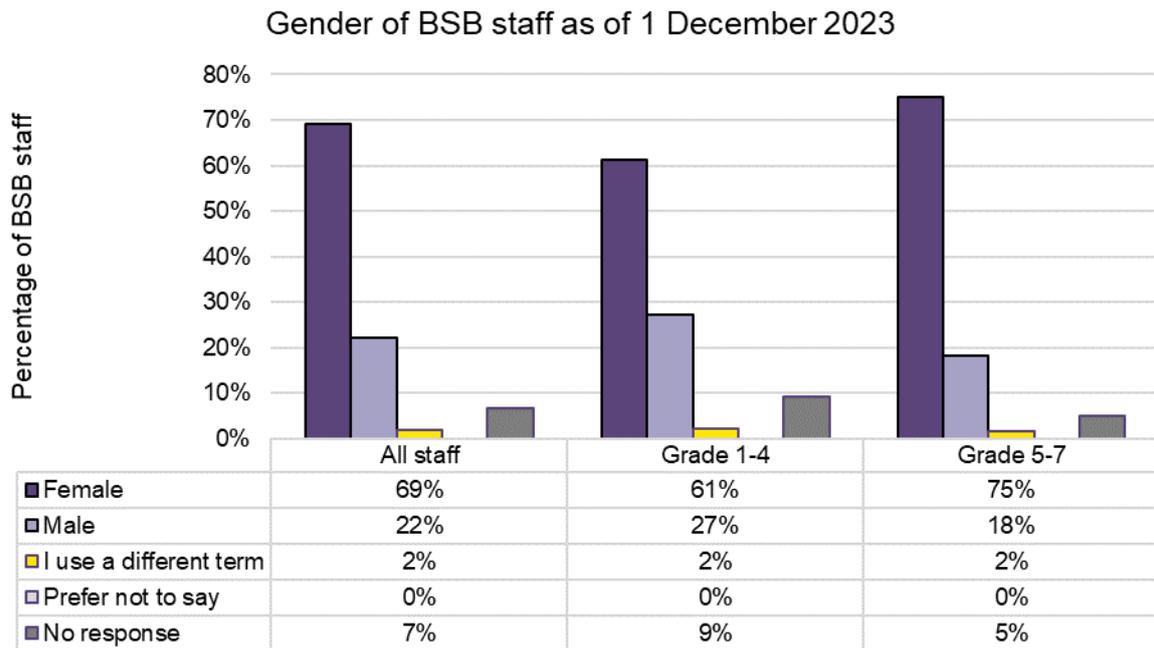
Ethnicity of BSB staff as of 1 December 2023



## Gender<sup>6</sup>

The number of non-responses to this question has increased since 2022, and so the below figures relate only to those who have provided a response. As of 1 December 2023, the proportion of our workforce who are female has remained unchanged, at 74 per cent: This compares to an estimate of 50.2 per cent of the UK working age (16-64) population being female as of Q2 2023.<sup>7</sup> There has been a slight decrease of two percentage points in the proportion of our workforce who are male.

There are proportionately more men in job levels 1-4 than there are in job levels 5-7 (30 per cent compared to 19 per cent).



<sup>6</sup> We also ask, "Is your gender identity the same as the sex which you were assigned at birth?" but have not included data for this question as response rates are too low to draw meaningful conclusions.

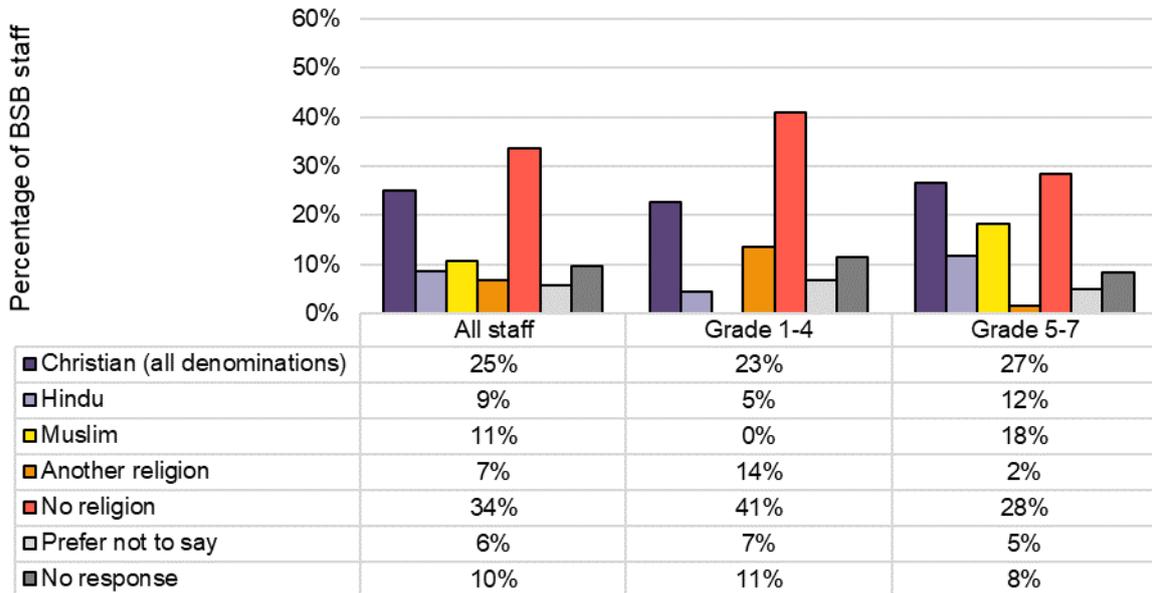
<sup>7</sup> Calculated from the 'Labour Force Survey: Population aged 16-64: Female: Thousands: SA', and 'Labour Force Survey: Population aged 16-64: UK: Male: Thousands: SA' datasets published by the Office for National Statistics on ons.gov.uk

## Religion

Our workforce is diverse in relation to religion, which may be linked to our ethnic diversity. As of 1 December 2023:

- 34 per cent of our workforce had no religion.
- 46 per cent of our workforce declared a religion, which is two percentage points lower than in December 2022.
- Of those that provided a response:
  - 30 per cent of our workforce selected Christian (all denominations).
  - 13 per cent of our workforce selected Muslim.
  - 10 per cent of our workforce selected Hindu.
  - Two per cent of our workforce selected they were of another religion. This group includes those who selected “Jewish”, “Sikh”, “Buddhist” or “Any other religion” as their religion. We have combined these categories to avoid the risk of identifying individuals.
- We hold no information for 16 per cent of our workforce (6% of this proportion preferred not to say), which is an increase of one percentage point compared to December 2022.

Religion of BSB staff as of 1 December 2023



## Sexual orientation

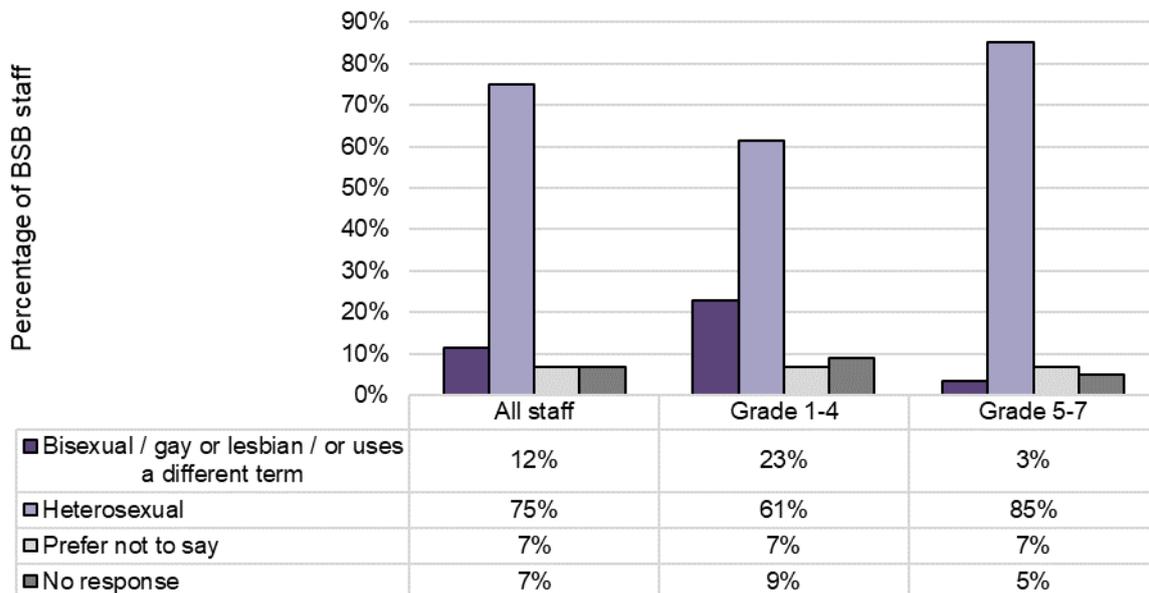
Our workforce has become more diverse in relation to sexual orientation since we published information about its diversity in our E&D Strategy for 2017-2019. We have compared our data to data from “Sexual Orientation, UK: 2021 and 2022”, which was published by the Office for National Statistics in September 2023.<sup>8</sup> 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”.

As of 1 December 2023, and out of those who have provided information:

- 87 per cent of our workforce selected “Heterosexual” as their sexuality, which is a decrease of 1 percentage points from December 2022. In “Sexual Orientation, UK: 2021 and 2022”, around 96 per cent per cent of the UK population aged 16 years and over are reported as heterosexual (when excluding non-responses).
- 13 per cent of our workforce selected “Bisexual/ Gay or Lesbian/ Another sexuality”, which is unchanged year on year. This compares to an estimate of four 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 14 per cent of our workforce, meaning disclosure for sexual orientation has decreased by around three percentage points compared to December 2022.

Sexual orientation of BSB staff as of 1 December 2023



<sup>8</sup> UK Office for National Statistics Bulletin: Sexual orientation, UK: 2021 and 2022 - <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2021and2022>

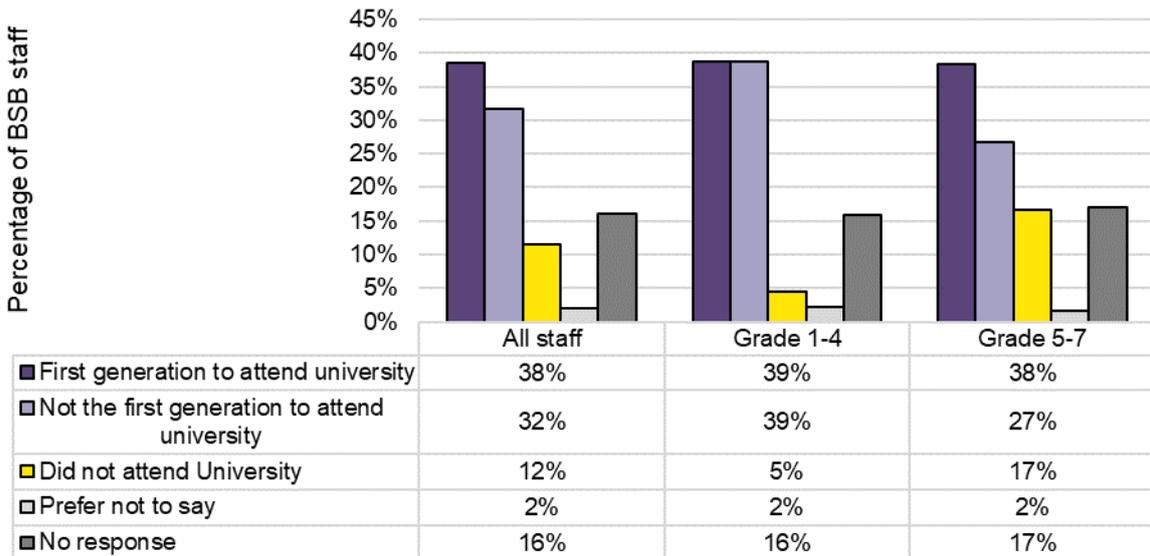
## First generation to attend university

The below includes only those who have provided information (including comparisons made). As of 1 December 2023:

- 47 per cent of our workforce were part of the first generation of their family to attend university, which is a decrease of one percentage point compared to December 2022.
- 39 per cent of our workforce were not part of the first generation of their family to attend university, which an increase of one percentage point from December 2022.
- 14 per cent of our workforce did not attend university.
- A greater proportion of those in job levels 1-4 were not of the first generation to go to university in comparison to the comparative figure for those in job levels 5-7.

We have no information on this question for 18 per cent of our workforce.

Percentage of BSB staff that were part of first generation in their family to attend university, as of 1 December 2023



## Type of school attended

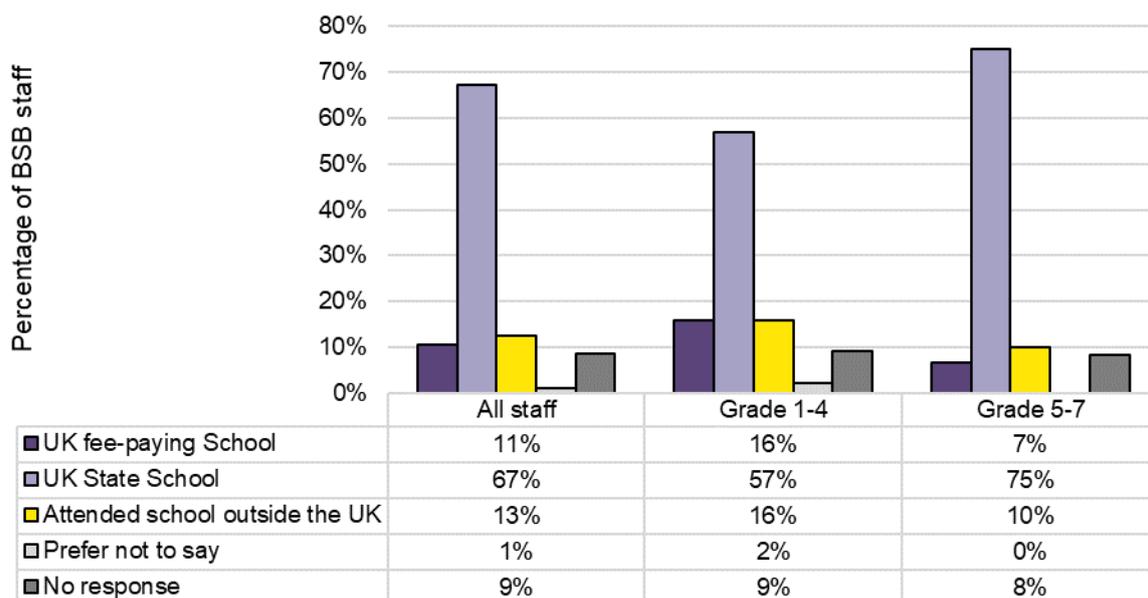
The proportion of our workforce who attended an independent or fee-paying school in the UK is slightly greater than the equivalent proportion in the general population. As of 1 December 2023, and out of those who have provided a response only:

- 12 per cent of our workforce attended an independent or fee-paying school in the UK, which is a one percentage point decrease from that reported in December 2022 (and a decrease of 6 percentage points from the 18 per cent reported in our E&D Strategy for 2017-2019). In comparison, approximately 6.5 per cent of school children in England at any age<sup>9</sup> and 9.8 per cent of UK domiciled young full-time first-degree entrants in the UK in 2020/21<sup>10</sup> attended an independent/fee-paying school.
- 74 per cent of our workforce attended state school in the UK, which is an increase of five percentage points from December 2022.
- 14 per cent of our workforce attended school outside the UK.

We have no information for nine per cent of our workforce.

A far 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.

Type of school attended for BSB staff as of 1 December 2023



<sup>9</sup> Independent Schools Council: Research. <https://www.isc.co.uk/research/> (accessed 12 December 2023). 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.

<sup>10</sup> Higher Education Statistics Authority: Widening participation summary: UK Performance Indicators. <https://www.hesa.ac.uk/data-and-analysis/performance-indicators/widening-participation-summary> (accessed 13 December 2022)

## Primary carer of a child or children aged under 18

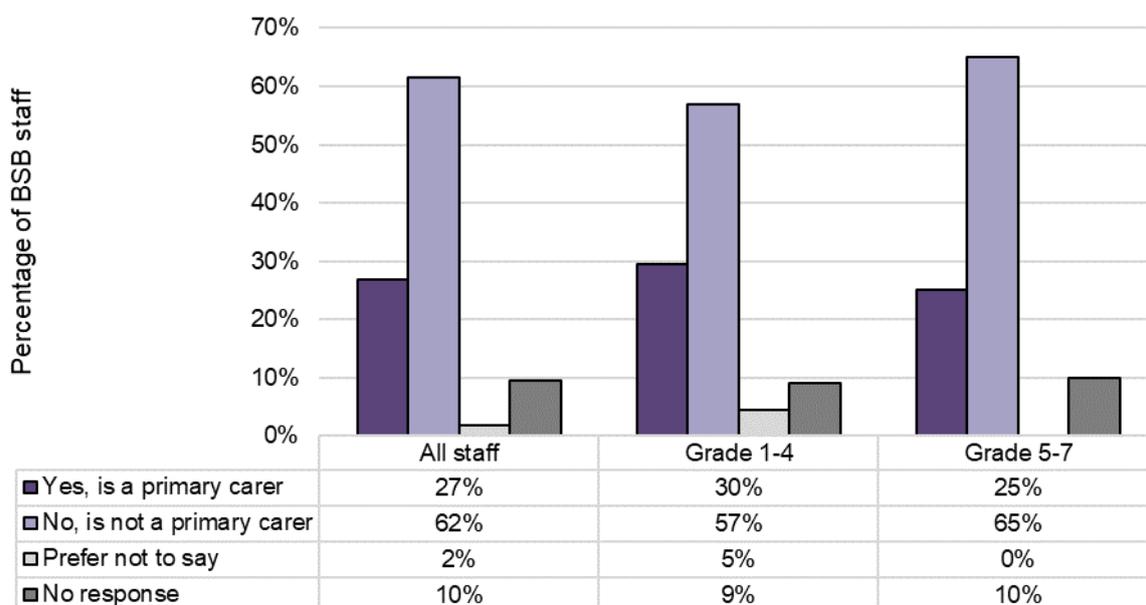
Around 36 per cent of economically active males and 41 per cent of economically active females in the UK are a primary carer for one or more children.<sup>11</sup> This includes all individuals aged from 16-64 and the proportion of those in the UK with primary care of a child is likely to be far higher for those aged 35-54. 49 per cent of our workforce is aged 35-54.

As of 1 December 2023, and out of those who have provided a response:

- 30 per cent of our workforce are a primary carer of a child or children aged under 18. This is unchanged from December 2022.
- 70 per cent of our workforce are not a primary carer of a child or children under 18. This is also unchanged from December 2022.

We hold no information on this monitoring category for 10 per cent of our workforce.

BSB staff with primary caring responsibilities for one or more children aged under 18 as of 1 December 2023



<sup>11</sup> 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

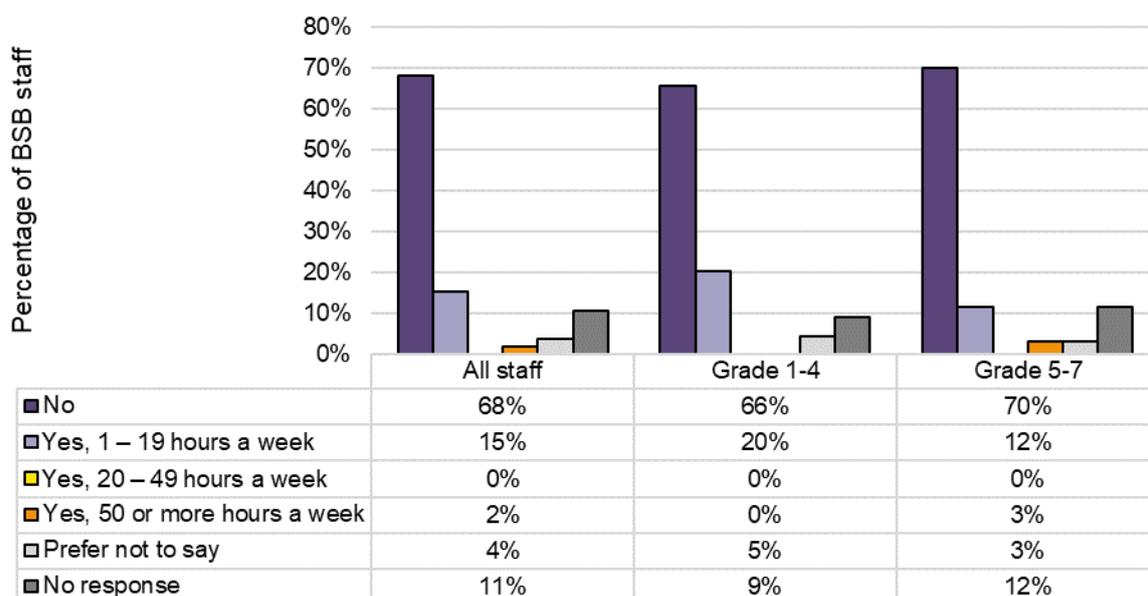
## Provide care for other family members, neighbours, or others

As of December 2023, 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 an increase of four percentage points from December 2022, and is greater than a figure estimated for the UK working population by Carers UK<sup>12</sup>. 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 slightly higher proportion of those in job levels 1-4 provide care for another than the comparative figure for those in job levels 5-7. This may be related to the age profile of those in job levels 1-4.

We hold no information for 11 per cent of our workforce. This is an increase of five percentage points from December 2022.

Percentage of BSB staff who support family members, neighbours or others as of 1 December 2023



<sup>12</sup> See Carers UK (2019). Juggling work and care