

# Trends in retention and demographics at the Bar: 1990-2020

## Appendices

Published July 2021

If you would like this report in an alternative format, please contact the BSB

Research Team on [Research@BarStandardsBoard.org.uk](mailto:Research@BarStandardsBoard.org.uk)

BAR  
STANDARDS  
BOARD

REGULATING BARRISTERS

# Contents

<b>Appendices</b>	<b>3</b>
<b>Methodology</b>	<b>3</b>
<b>Additional charts</b>	<b>4</b>
Gender	4
Ethnicity	6
<b>List of charts and tables</b>	<b>10</b>

# Appendices

## Methodology

### Data imputation

The issue with the data relating to age, was a similar issue to that affecting many of the variables for different characteristics in the dataset. The further back in time it was since someone last practised, the less likely it was that we would have date of birth information for them. This problem was present for all variables relating to protected and non-protected characteristics except for gender.

For the other variables (ethnicity, disability etc) it was not possible to impute the missing information, but for age the missing information was imputed using information we had on date of call.

The average age at year of call for those we had information on was calculated for each financial year, and then this value was used for imputing a barristers age at call for those we were missing information on. The age at the start of a given financial year was calculated by adding the difference in years between the given year and the year of call onto the imputed age at call for the barrister.

There was also an issue with the data for first practising date for some barristers in the dataset. The issue was seen for those listed as having started practising on 6 April for each year from 1988-1993.

For these barristers, their first practising date was imputed as having been two years after they were called to Bar (the data for which was accurate). Correction of this data resulted in the removal of around 1,000 barristers from the dataset used for looking at cohorts entering into practice from 1990/91 onwards.

The barristers that were removed were those who were listed as having starting practice on 6 April from 1990-93 who had been called to the Bar prior to the 1985/86 financial year.

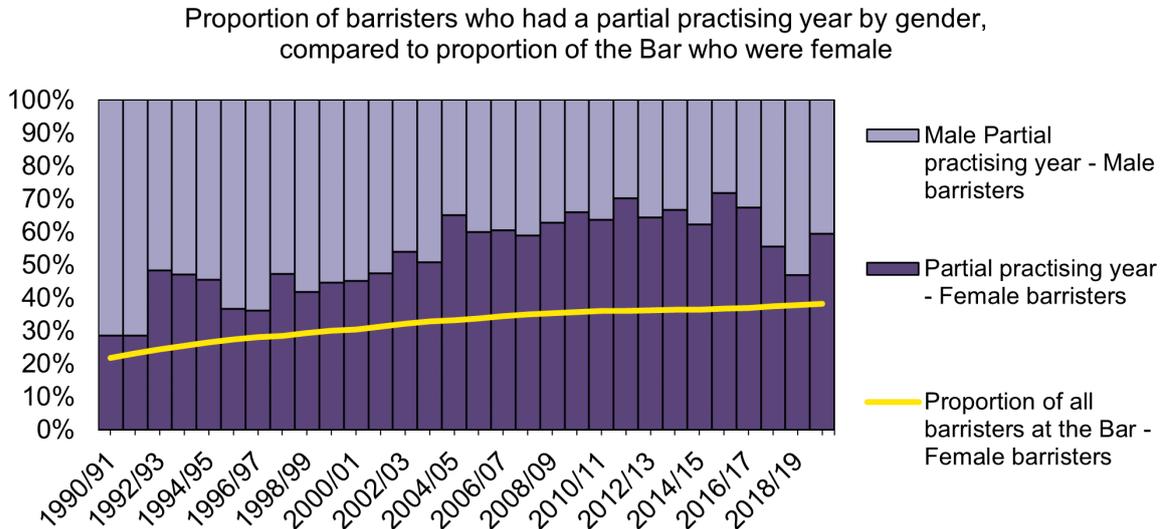
There was also another issue seen for those listed as having first started practice on 1 April 2012. These were likely those that had started practising in the previous financial year, and so the first practising date for the affected barristers was taken as being 1 October 2011.

## Additional charts

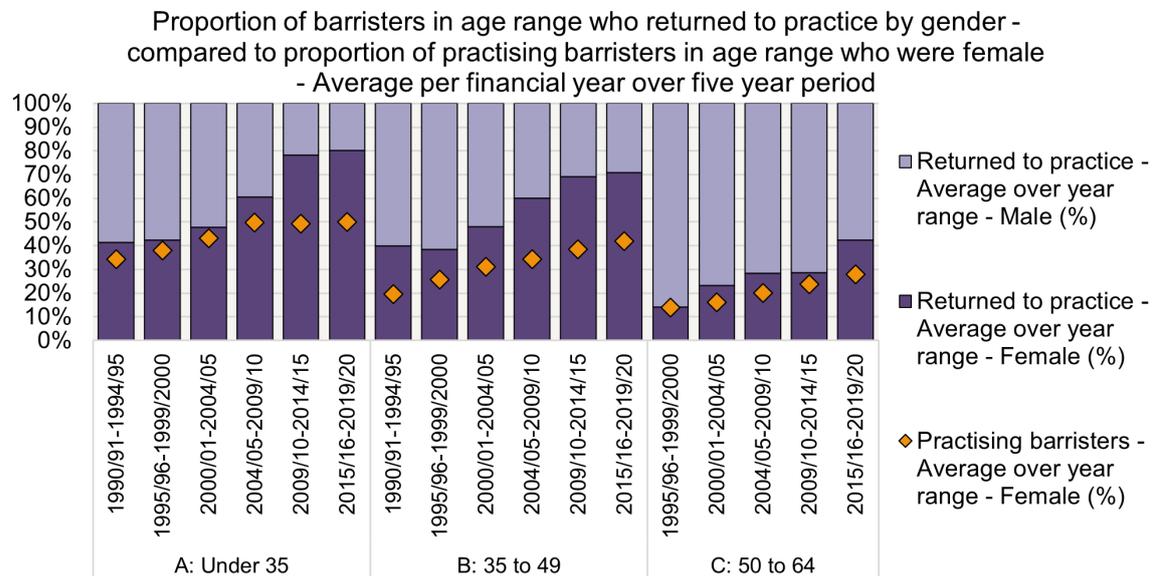
### Gender

#### Those leaving the Bar or spending time away from practice

**Chart A1. Proportion of barristers who had a non-full practising year, by gender - compared to the proportion of practising barristers who were female**

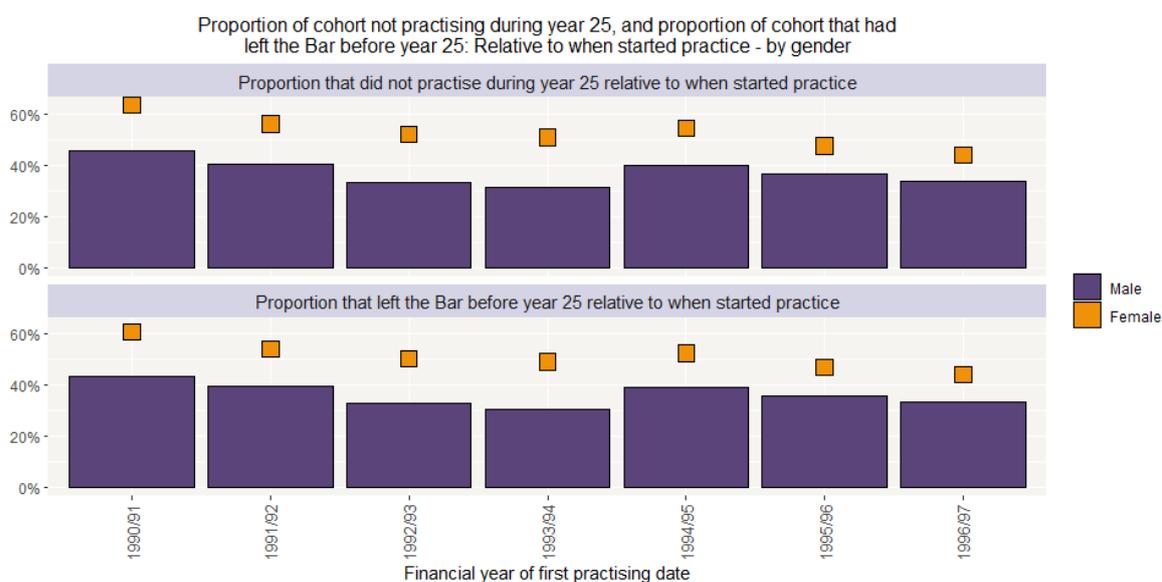
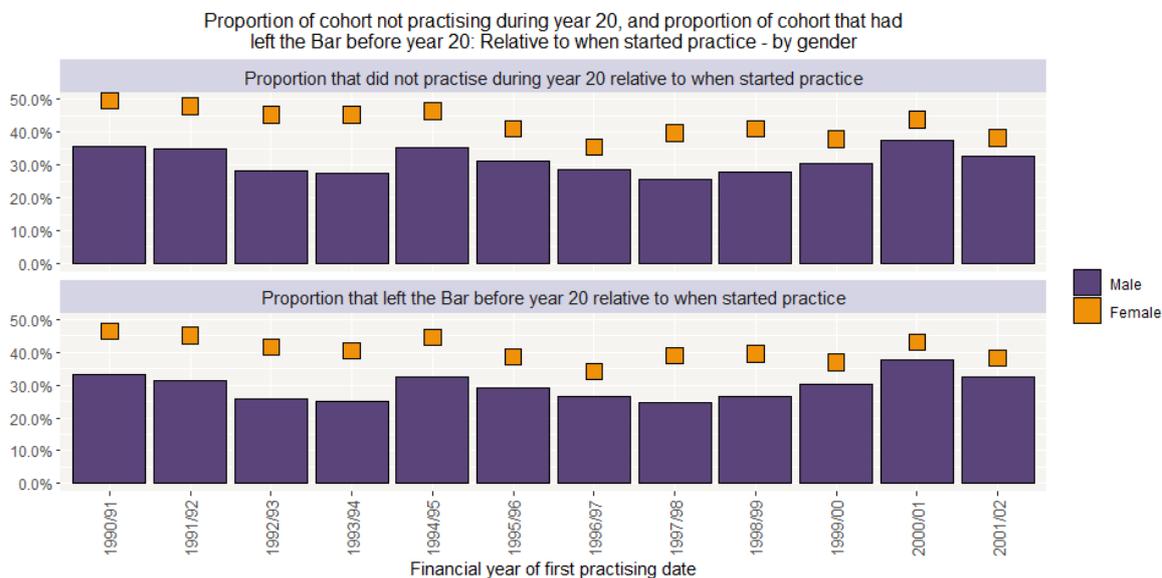


**Chart A2. Average proportion of barristers during five year period who returned to practice in the year, by gender and age range - compared to the proportion of practising barristers who were female in the age range**



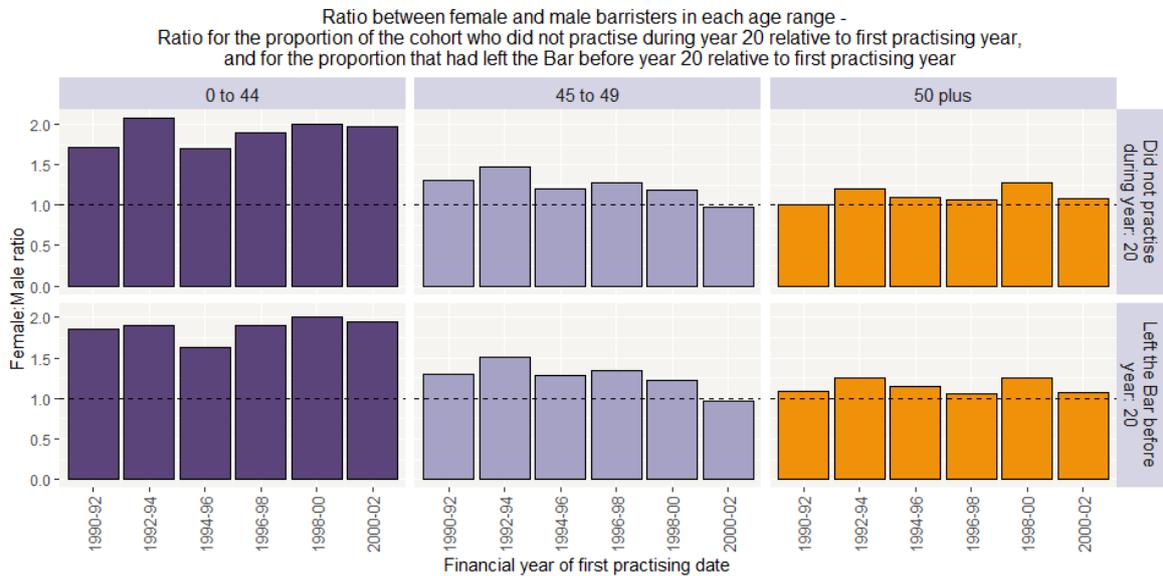
## Proportion of cohort who were practising and proportion of cohort that had indefinitely left practice at various snapshots in time

**Charts A3-A4. Proportion of cohort that did not practise during the year, and proportion of cohort who left practice indefinitely before the year, by gender, years 20 and 25 relative to first practising year respectively**



## Relative differences across age ranges in retention by cohort

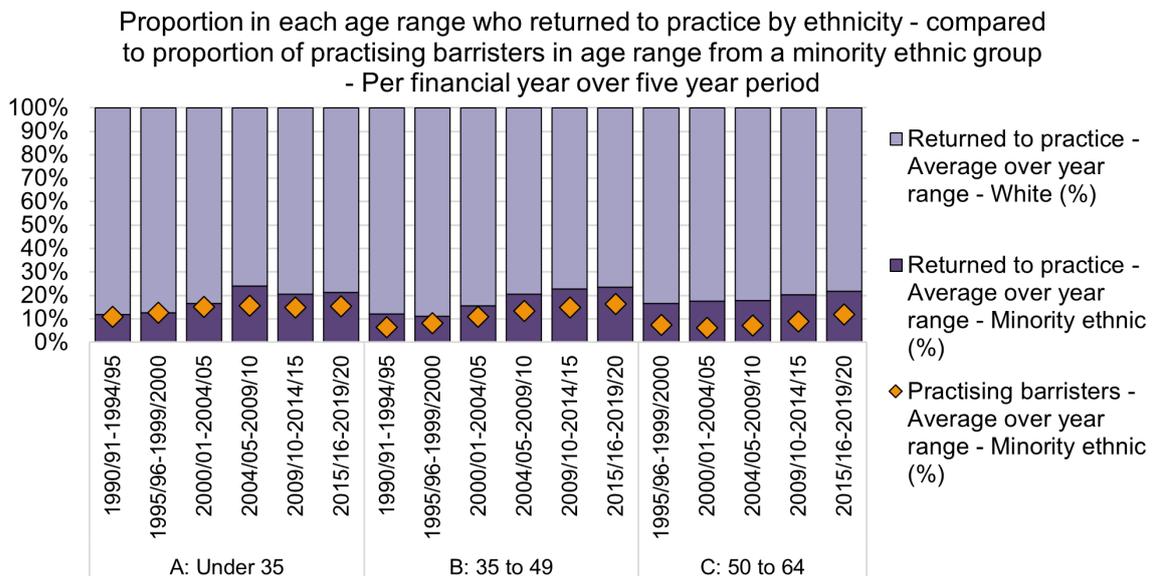
**Chart A5. Year 20 relative to first practising year – Ratio between female and male barristers in age range for the proportion that did not practise during the year, and the proportion who had left practice indefinitely before the year**



## Ethnicity

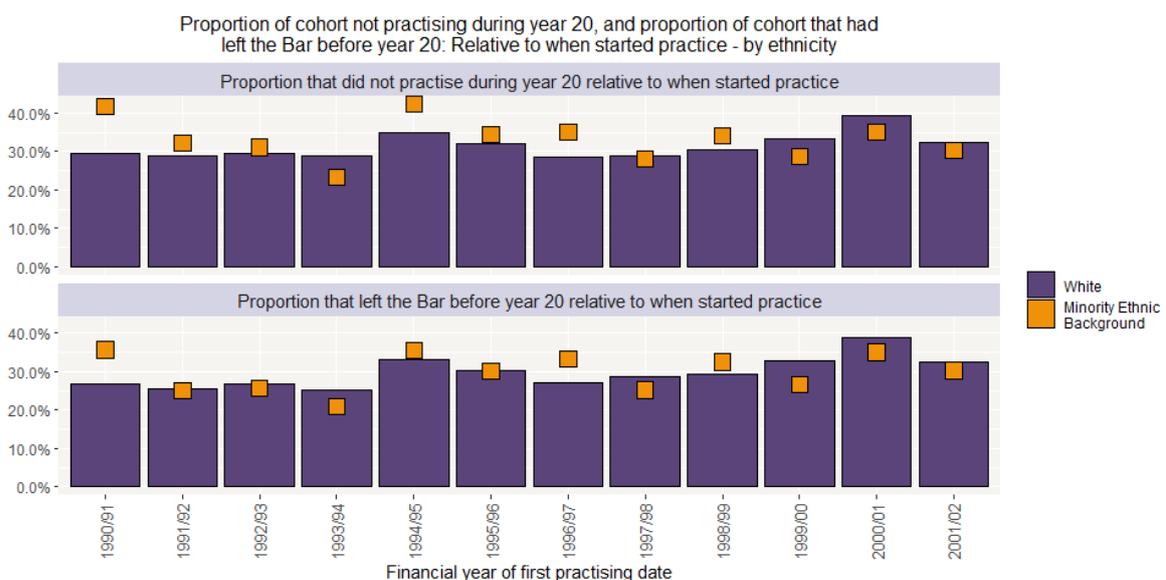
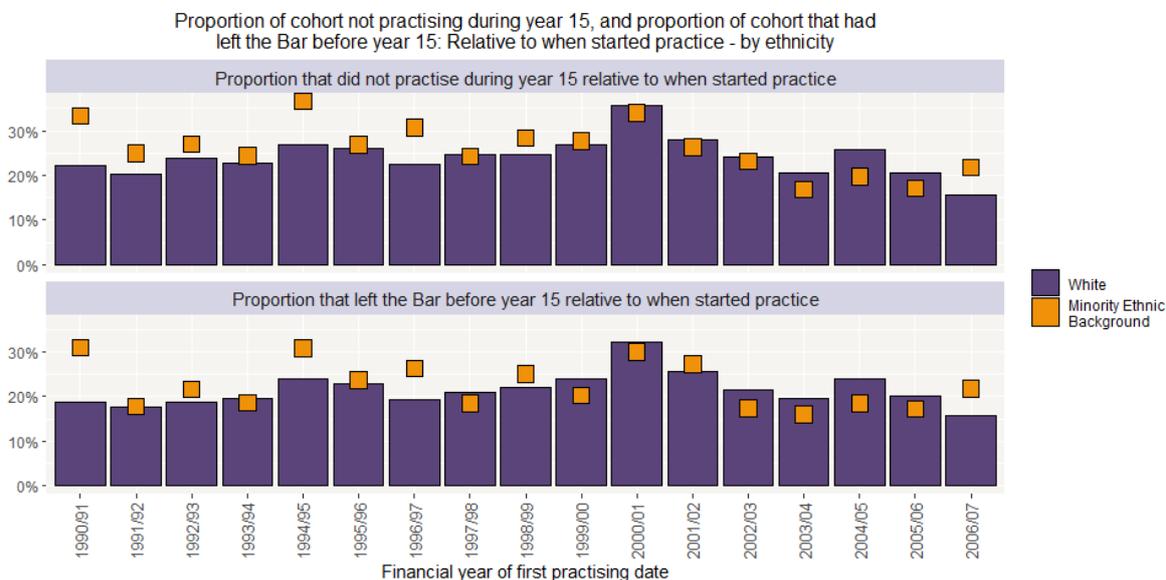
### Those leaving the Bar or spending time away from practice

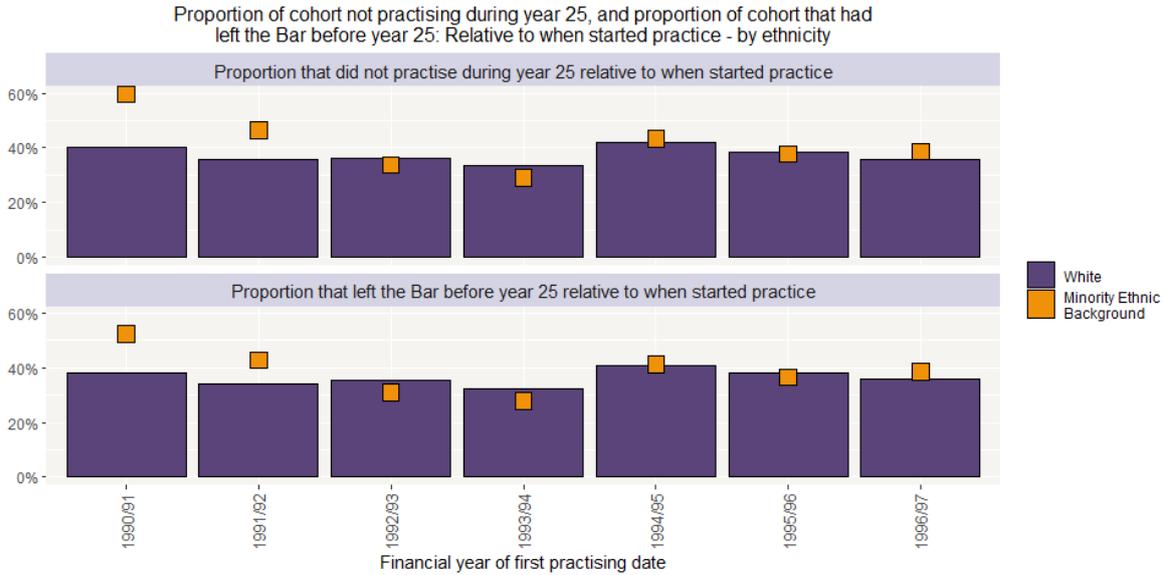
**Chart A6. Average proportion of barristers during five year period who returned to practice in the year, by ethnicity and age range - compared to the proportion of practising barristers from a minority ethnic group in the age range**



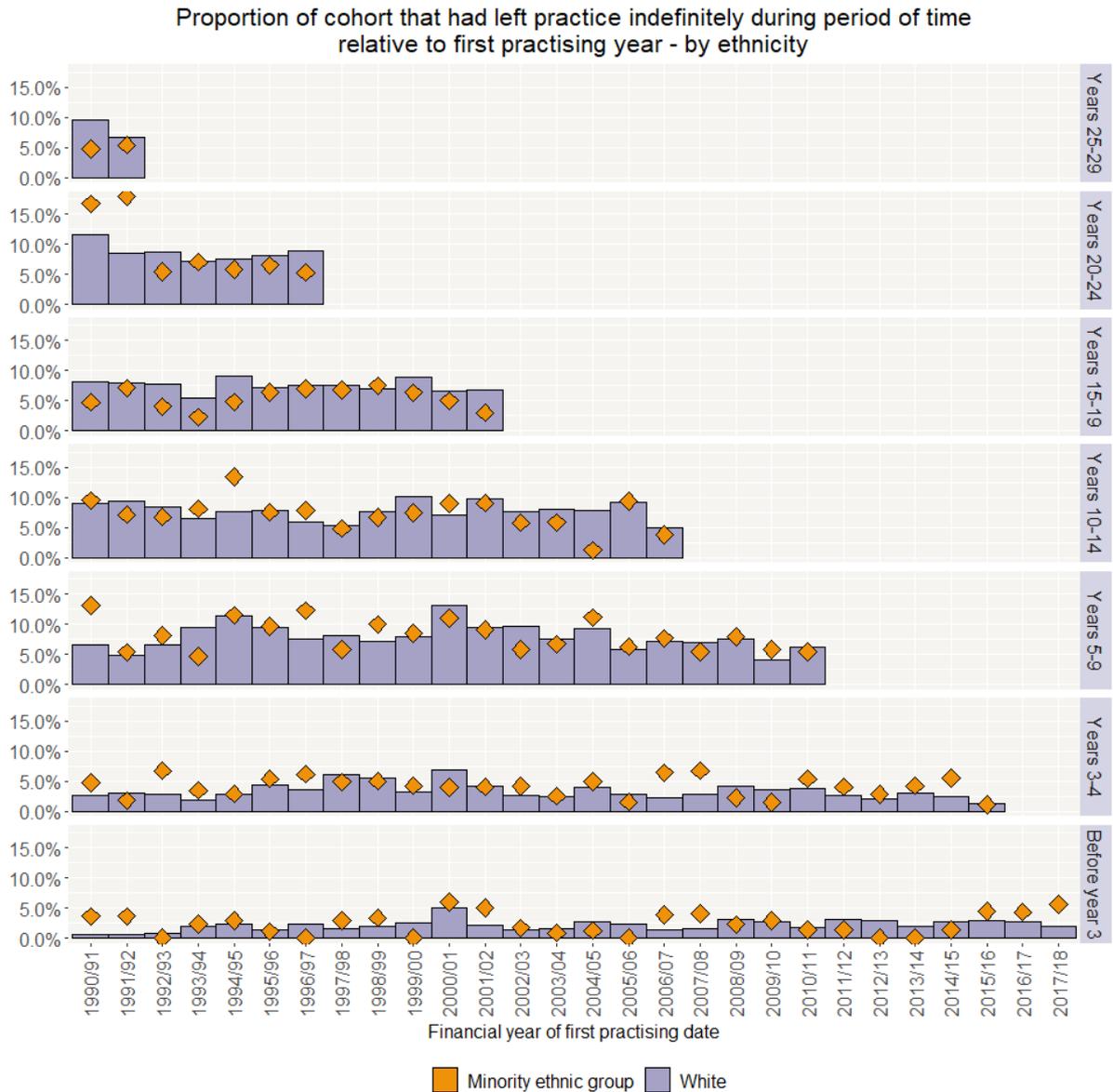
## Proportion of cohort who were practising and proportion of cohort that had indefinitely left practice at various snapshots in time

**Charts A7-9. Proportion of cohort that did not practise during the year, and proportion of cohort who left practice indefinitely before the year, by ethnicity - years 15, 20, 25 relative to first practising year respectively**



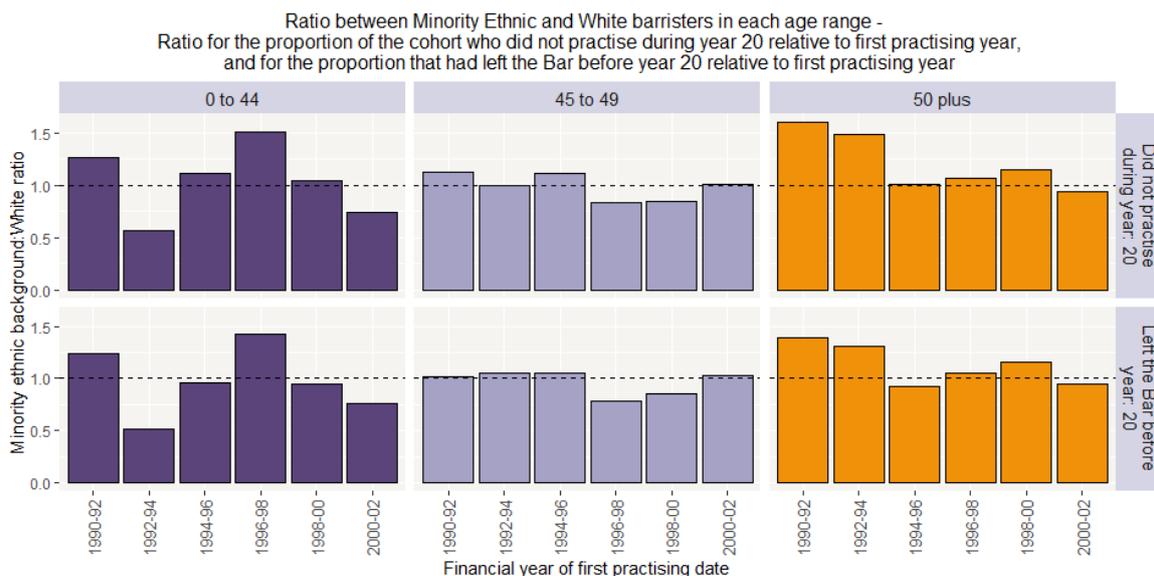
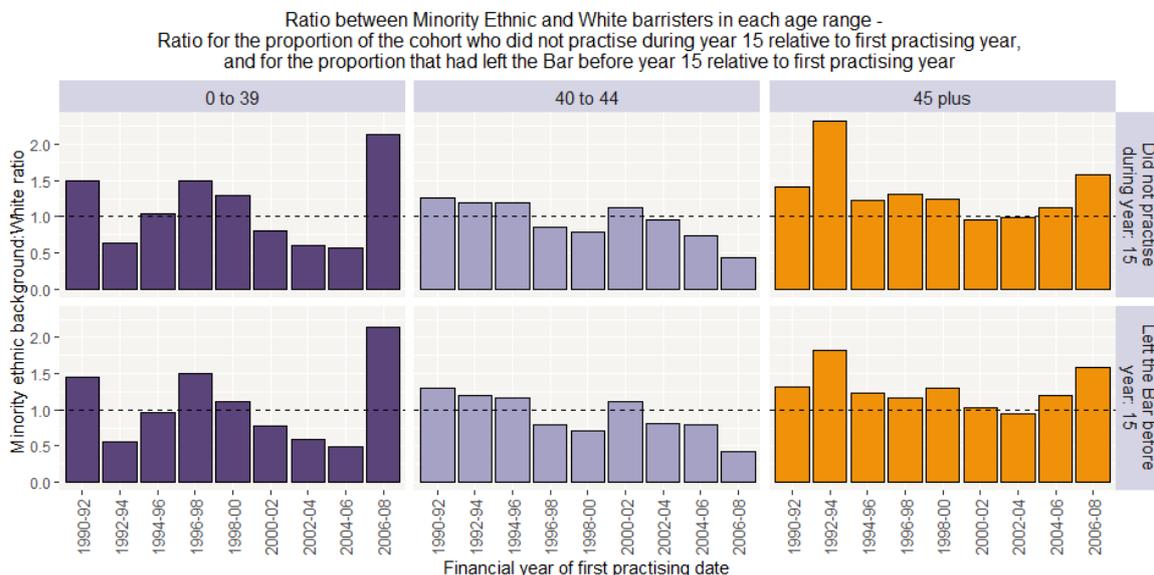


**Chart A10. Proportion of cohort that left practice indefinitely by time period relative to first practising year, by ethnicity**



## Relative differences across age ranges in retention by cohort

**Charts A11-12. Ratio between minority ethnic and White barristers in age range for the proportion that did not practise during the year, and the proportion who had left practice indefinitely before the year - years 15, and 20 relative to first practising year respectively**



## List of charts and tables

### Charts

Chart 1. Number of pupils by financial year in which pupillage started	20
Chart 2. Number of those entering the Bar via non-pupillage routes by financial year of entry	21
Chart 3. Average age of pupils over time	21
Chart 4. Proportion of pupils by gender over time	22
Chart 5. Proportion of those entering the Bar via non-pupillage routes by gender over time	22
Chart 6. Proportion of pupils by ethnicity over time	23
Chart 7. Proportion of pupils and those entering practice through non-pupillage routes from a minority ethnic background	24
Chart 8. Number of barristers in their first practising year, by financial year	25
Chart 9. Proportion of all barristers who practised during a given financial year who were in their first year of practice	25
Chart 10. Average age at first practising date over time	26
Chart 11. Those in their first practising year – proportion by gender for financial year	26
Chart 12. Average age at first practising date - Those qualifying for practice via pupillage by gender	27
Chart 13. Those in their first practising year – proportion by ethnic group for financial year	28
Chart 14. Average age at first practising date for those who qualified for practice via pupillage by ethnicity	28
Chart 15. Proportion of those in ethnicity grouping in first practising year by gender	29
Chart 16. Total number of barristers that practised at any point during the financial year	31
Chart 17. Year on year percentage change in the number of practising barristers over time	31
Chart 18. Average age of all barristers that practised at any point during the financial year	32
Chart 19. Average number of years relative to when started practising for all barristers that practised at any point during the financial year	32
Chart 20. Age range as proportion of those who practised at any point during the financial year – overall	33
Chart 21. Number of barristers of each year of age (for all of those who practised at any point during the year) – comparison of 1990/91 with 2019/20	34
Chart 22. Number of years relative to when first practised as proportion of all of those who practised at any point during the year - overall	35
Chart 23. Proportion of those who practised at any point during the financial year by gender	35
Chart 24. Average age of all barristers that practised at any point during the financial year by gender	36
Chart 25. Proportion of all barristers in age range that practised at any point during the financial year who were female	36
Chart 26. Number of barristers of each year of age that practised during 2019/20 by gender compared with 1990/91	37
Chart 27. Proportion of those who practised at any point during the financial year by ethnicity	38
Chart 28. Average age of all barristers that practised at any point during the financial year by ethnicity	39
Chart 29. Proportion of all barristers in age range that practised at any point during the financial year who were from a minority ethnic background	39
Chart 30. Number of barristers of each year of age that practised during 2019/20 by ethnicity compared with 1990/91	40
Chart 31. Number leaving practice and having non-full practising years by financial year	41
Chart 32. Proportion of the Bar* leaving practice and having non-full practising years by financial year	42
Chart 33. Number in each category of financial year, and an estimation of inflow/outflow to the practising Bar over time	43
Chart 34. Proportion of barristers who had not retired from practice who had a full unregistered year by gender compared to the proportion of female practising barristers	43
Chart 35. Proportion of barristers who left practice in the year and later returned in a subsequent year by gender -	

compared to the proportion of female practising barristers	44
Chart 36. Proportion of barristers who left practice in the year and had not returned as of December 2020, by gender - compared to the proportion of female practising barristers	44
Chart 37. Average age for type of year by gender over time	45
Chart 38. Average proportion of barristers during five year period who had a full unregistered year, by gender and age range - compared to the proportion of practising barristers who were female in the age range	46
Chart 39. Average proportion of barristers during five year period who left practice in the year and later returned in a subsequent year, by gender and age range - compared to the proportion of practising barristers who were female in the age range	47
Chart 40. Average proportion of barristers during five year period who left practice in the year and had not returned as of December 2020, by gender and age range - compared to the proportion of practising barristers who were female in the age range	47
Chart 41. Proportion of barristers who had not retired from practice who had a full unregistered year by ethnicity - compared to the proportion of practising barristers from a minority ethnic group	49
Chart 42. Proportion of barristers who left practice in the year and later returned in a subsequent year, by ethnicity - compared to the proportion of practising barristers from a minority ethnic group	49
Chart 43. Proportion of barristers who left practice in the year and had not returned as of December 2020, by ethnicity - compared to the proportion of practising barristers from a minority ethnic group	50
Chart 44. Average age for type of year by ethnicity over time	50
Chart 45. Average proportion of barristers during five year period who had a full unregistered year, by ethnicity and age range - compared to the proportion of practising barristers from a minority ethnic group in the age range	51
Chart 46. Average proportion of barristers during five year period who left practice in the year and later returned in a subsequent year, by ethnicity and age range - compared to the proportion of practising barristers from a minority ethnic group in the age range	51
Chart 47. Average proportion of barristers during five year period who left practice in the year and had not returned as of December 2020, by ethnicity and age range - compared to the proportion of practising barristers from a minority ethnic group in the age range	52
Chart 48. Proportion of pupillage cohort that had not spent more than three years' (1095 days) as a registered barrister as of December 2020	54
Chart 49. Proportion of pupillage cohort that had not spent more than three years' (1095 days) as a registered barrister as of December 2020, by gender	55
Chart 50. Proportion of pupillage cohort that had not spent more than three years' (1095 days) as a registered barrister as of December 2020, by ethnicity	56
Chart 51. Overall proportion of pupillage cohort who were registered as of December 2020	56
Chart 52. Proportion of pupillage cohort who were registered as of December 2020, by gender	57
Chart 53. Proportion of pupillage cohort who were registered as of December 2020, by ethnicity	57
Chart 54. Overall proportion of first practising year cohort who were registered as of December 2020	58
Chart 55. Proportion of first practising year cohort who were registered as of December 2020, by gender	58
Chart 56. Proportion of first practising year cohort who were registered as of December 2020, by ethnicity	58
Chart 57. Proportion of cohort that left practice indefinitely by time period relative to first practising year	59
Chart 58. Year 3 relative to first practising year – Proportion of cohort that did not practise during the year, and proportion of cohort who left practice indefinitely before the year, by gender	60
Chart 59. Year 5 relative to first practising year – Proportion of cohort that did not practise during the year, and proportion of cohort who left practice indefinitely before the year, by gender	61
Chart 60. Year 10 relative to first practising year – Proportion of cohort that did not practise during the year, and proportion of cohort who left practice indefinitely before the year, by gender	62
Chart 61. Year 15 relative to first practising year – Proportion of cohort that did not practise during the year, and proportion of cohort who left practice indefinitely before the year, by gender	62
Chart 62. Proportion of cohort that left practice indefinitely by time period relative to first practising year, by gender	63
Chart 63. Percentage point difference between female and male barristers in the proportion of a cohort that left practice indefinitely, by period during which practice was left relative to first practising year	64

Chart 64. Year 3 relative to first practising year – Proportion of cohort that did not practise during the year, and proportion of cohort who left practice indefinitely before the year, by ethnicity	65
Chart 65. Year 5 relative to first practising year – Proportion of cohort that did not practise during the year, and proportion of cohort who left practice indefinitely before the year, by ethnicity	65
Chart 66. Year 10 relative to first practising year – Proportion of cohort that did not practise during the year, and proportion of cohort who left practice indefinitely before the year, by ethnicity	66
Chart 67. Percentage point difference between the proportion of minority ethnic background barristers and White barristers in the proportion of a cohort that left practice indefinitely, by period during which practice was left relative to first practising year	67
Chart 68. Year 5 - Ratio between female and male barristers in age range for the proportion that did not practise during the year, and the proportion who had left practice indefinitely before the year	68
Chart 69. Year 10 – Ratio between female and male barristers in age range for the proportion that did not practise during the year, and the proportion who had left practice indefinitely before the year	68
Chart 70. Year 15 – Ratio between female and male barristers in age range for the proportion that did not practise during the year, and the proportion who had left practice indefinitely before the year	69
Chart 71. Year 5 – Ratio between minority ethnic and White barristers in age range for the proportion that did not practise during the year, and the proportion who had left practice indefinitely before the year	70
Chart 72. Year 10 – Ratio between minority ethnic and White barristers in age range for the proportion that did not practise during the year, and the proportion who had left practice indefinitely before the year	70
Chart A1. Proportion of barristers who had a non-full practising year, by gender - compared to the proportion of practising barristers who were female	A4
Chart A2. Average proportion of barristers during five year period who returned to practice in the year, by gender and age range - compared to the proportion of practising barristers who were female in the age range	A4
Charts A3-A4. Proportion of cohort that did not practise during the year, and proportion of cohort who left practice indefinitely before the year, by gender, years 20 and 25 relative to first practising year respectively	A5
Chart A5. Year 20 relative to first practising year – Ratio between female and male barristers in age range for the proportion that did not practise during the year, and the proportion who had left practice indefinitely before the year	A6
Chart A6. Average proportion of barristers during five year period who returned to practice in the year, by ethnicity and age range - compared to the proportion of practising barristers from a minority ethnic group in the age range	A6
Charts A7-9. Proportion of cohort that did not practise during the year, and proportion of cohort who left practice indefinitely before the year, by ethnicity - years 15, 20, 25 relative to first practising year respectively	A7-8
Chart A10. Proportion of cohort that left practice indefinitely by time period relative to first practising year, by ethnicity	A8
Charts A11-12. Ratio between minority ethnic and White barristers in age range for the proportion that did not practise during the year, and the proportion who had left practice indefinitely before the year - years 15, and 20 relative to first practising year respectively	A9

## Tables

Table 1. Proportion of pupils in each five year grouping by ethnicity	23
Table 2. Average age by decade for those in their first year of practice who qualified for practice via pupillage - by ethnic group	29
Table 3. Proportion of UK population aged over 25 in work by age range as of Sep-Nov in the given year, compared to proportion of practising barristers by age range as of Sep-Nov in the financial year	33
Table 4. Proportion of all practising barristers in 1990/91 and 2019/20 by age range and gender	37
Table 5. Proportion of practising barristers in the 1990/91 and 2019/20 financial years by ethnicity	38
Table 6. Average age for those having each type of year by gender - over five year period	46
Table 7. Average number of barristers leaving practice indefinitely per year in each five year period by gender	48

## Contacting us

We are committed to providing a high standard of service and dealing with everyone in a way that is fair, transparent, and proportionate. We welcome your feedback on our services, particularly where the level of service has exceeded or fallen below your expectations. Your comments and suggestions are important to us as they will help us to meet our obligations to you and to improve our performance.

## Write to us

Bar Standards Board  
289-293 High Holborn  
London WC1V 7HZ

**Tel:** 020 7611 1444

[contactus@barstandardsboard.org.uk](mailto:contactus@barstandardsboard.org.uk)

[www.barstandardsboard.org.uk](http://www.barstandardsboard.org.uk)

**Twitter:** @barstandards

[www.linkedin.com/company/the-bar-standards-board](http://www.linkedin.com/company/the-bar-standards-board)

In addition, if you would like this report in an alternative format, please contact the BSB

Research Team on 020 7611 1467 or email [Research@BarStandardsBoard.org.uk](mailto:Research@BarStandardsBoard.org.uk)