



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

Appendices

Published July 2021

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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

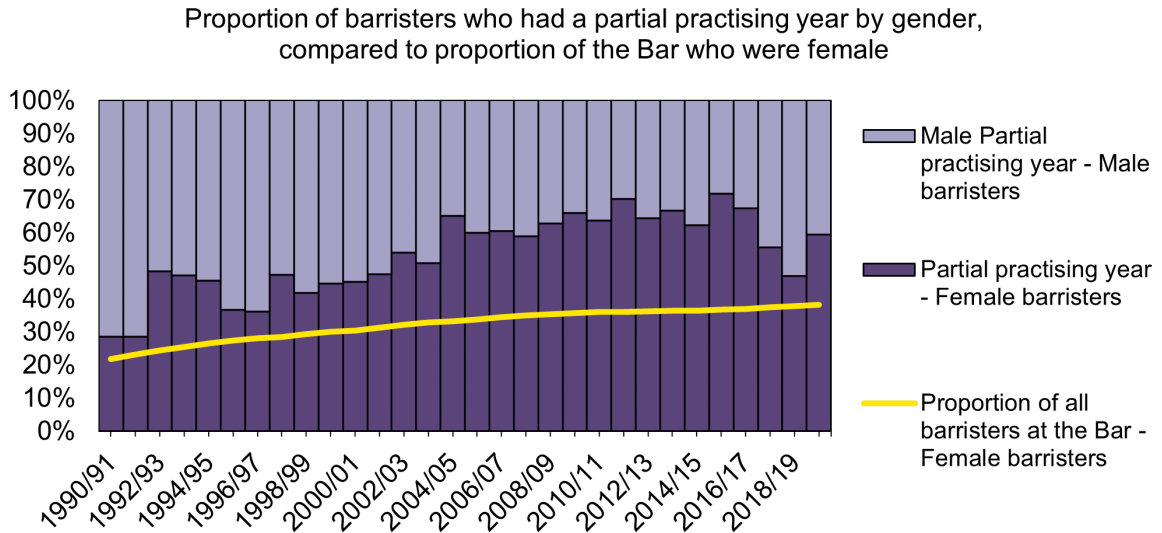
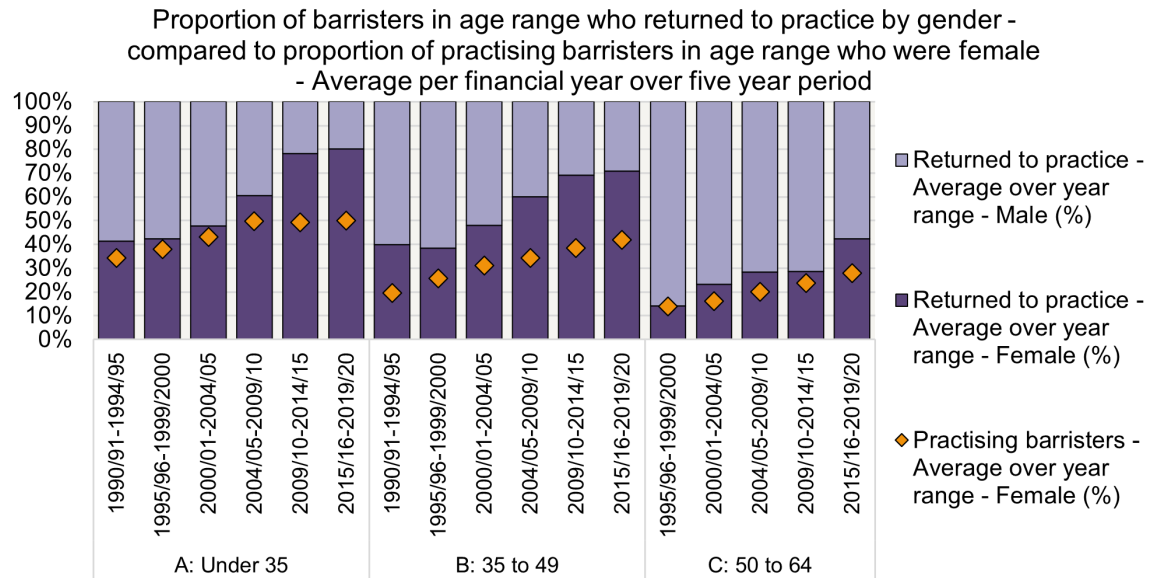
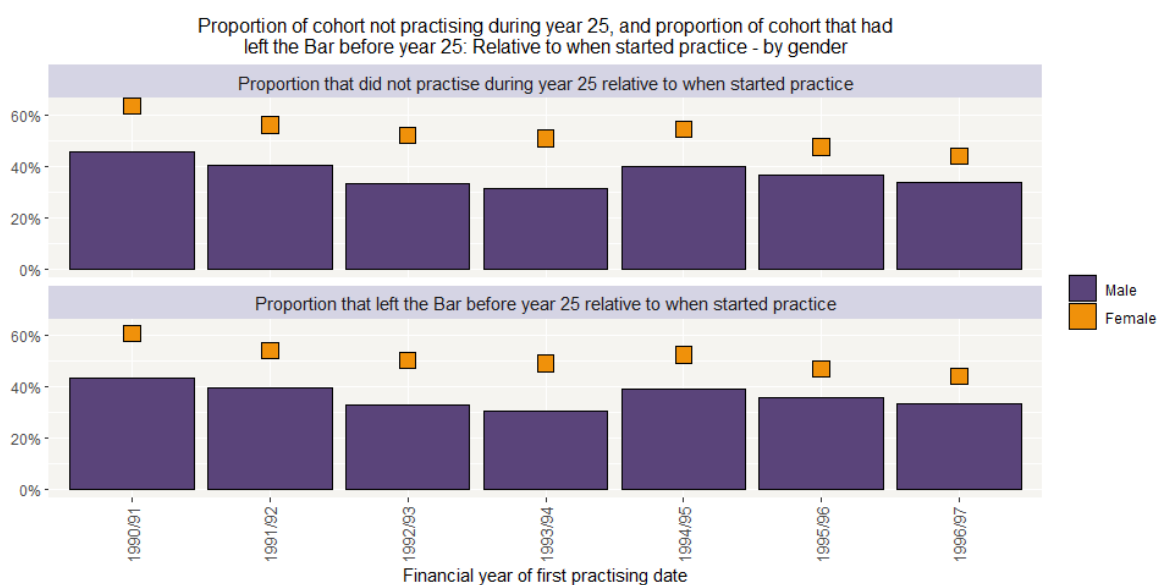
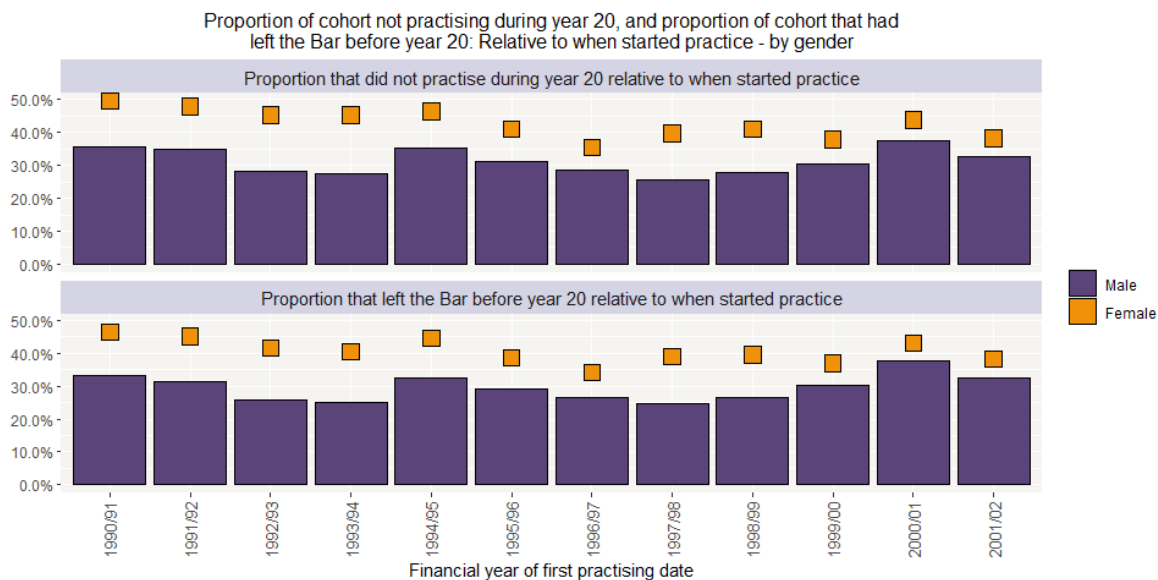


Chart A2. Average proportion of barristers during five year period who returned to practice in the year, by gender and age range - compared to the proportion of practising barristers who were female in the age range



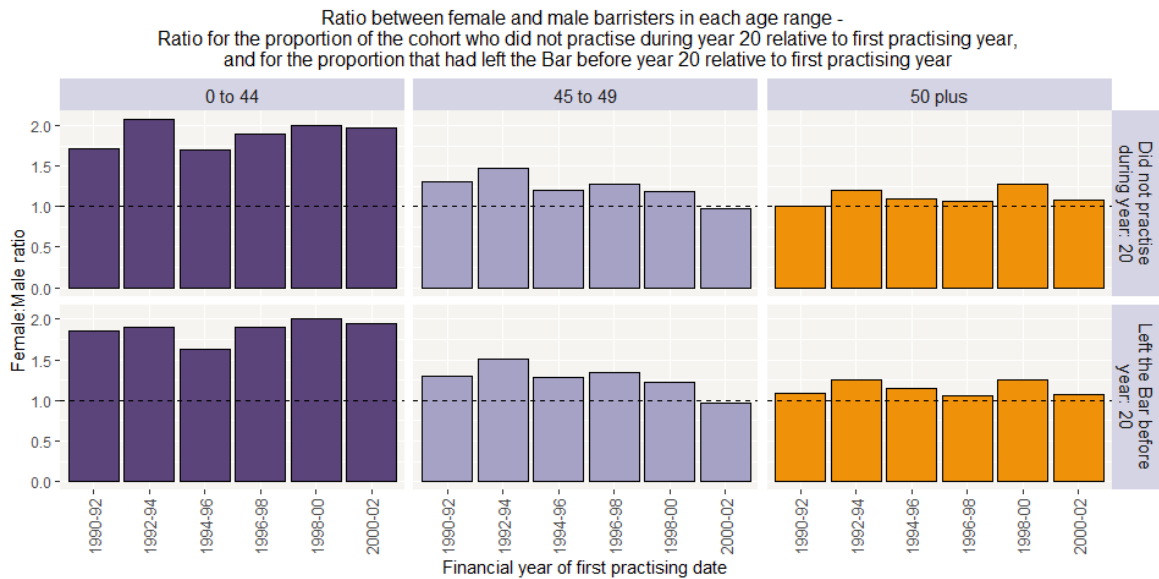
Proportion of cohort who were practising and proportion of cohort that had indefinitely left practice at various snapshots in time

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

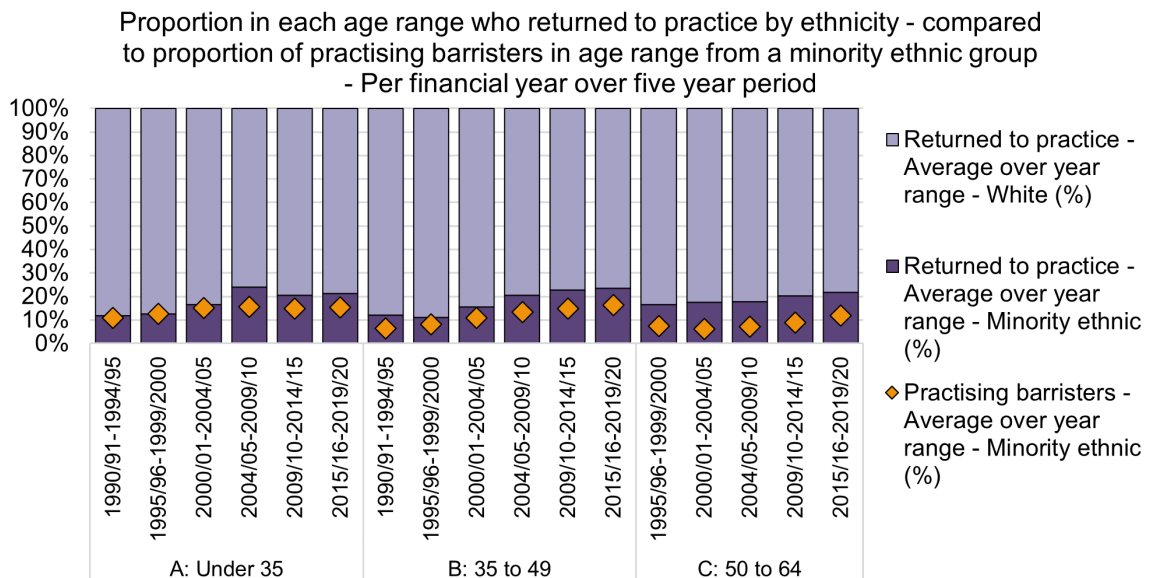
Chart A5. Year 20 relative to first practising year – Ratio between female and male barristers in age range for the proportion that did not practise during the year, and the proportion who had left practice indefinitely before the year



Ethnicity

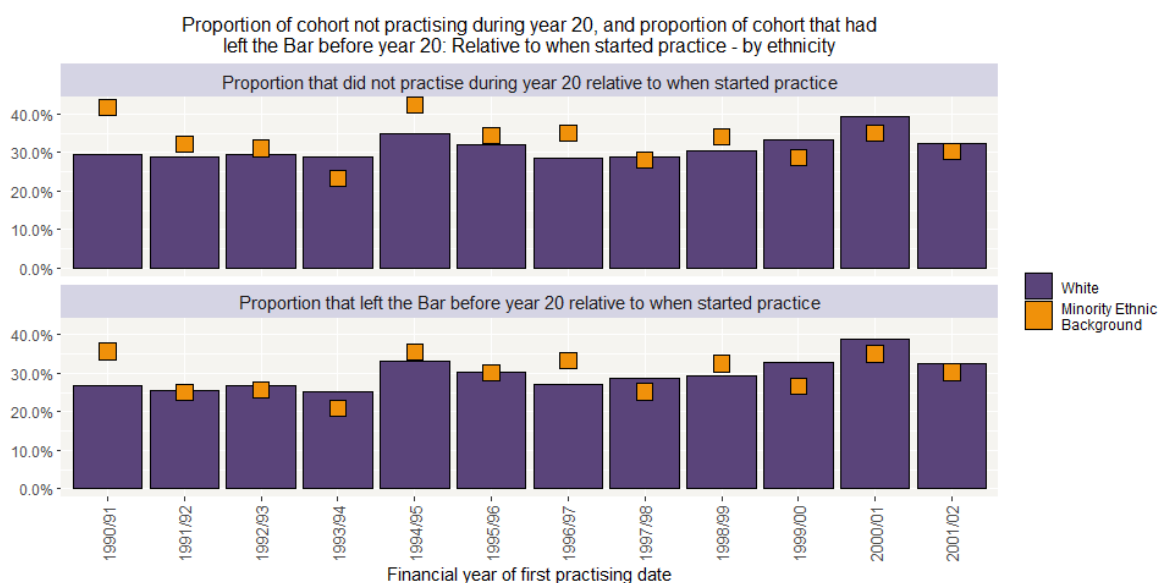
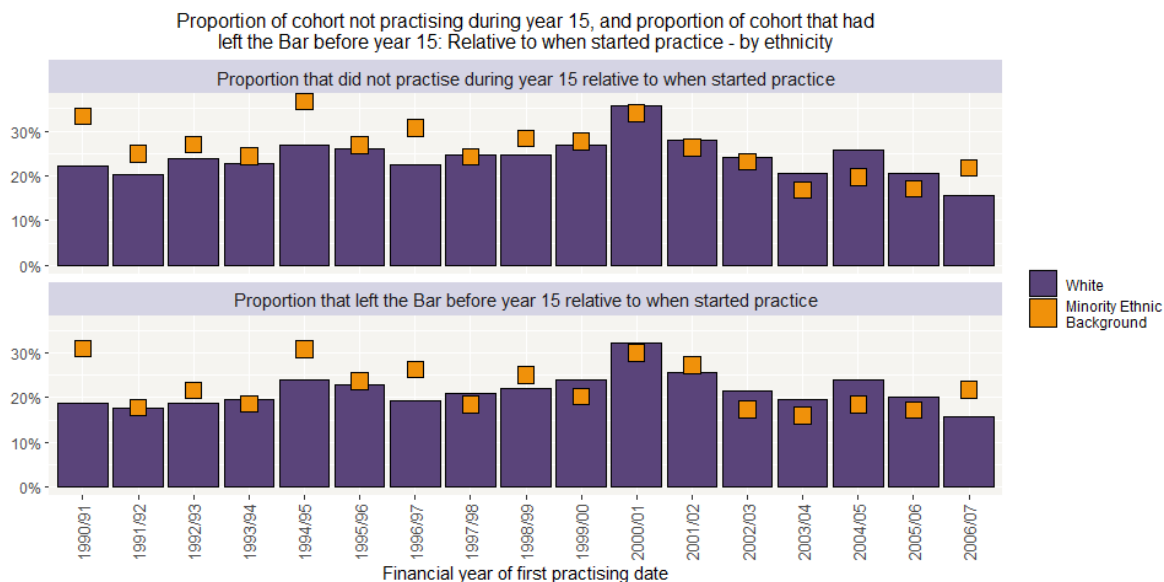
Those leaving the Bar or spending time away from practice

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



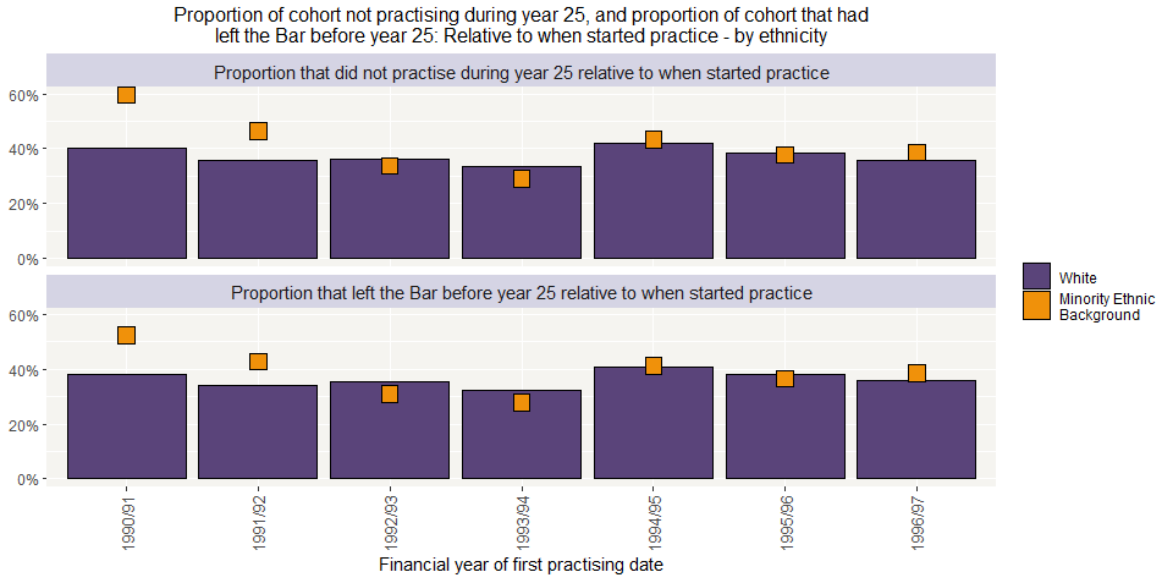
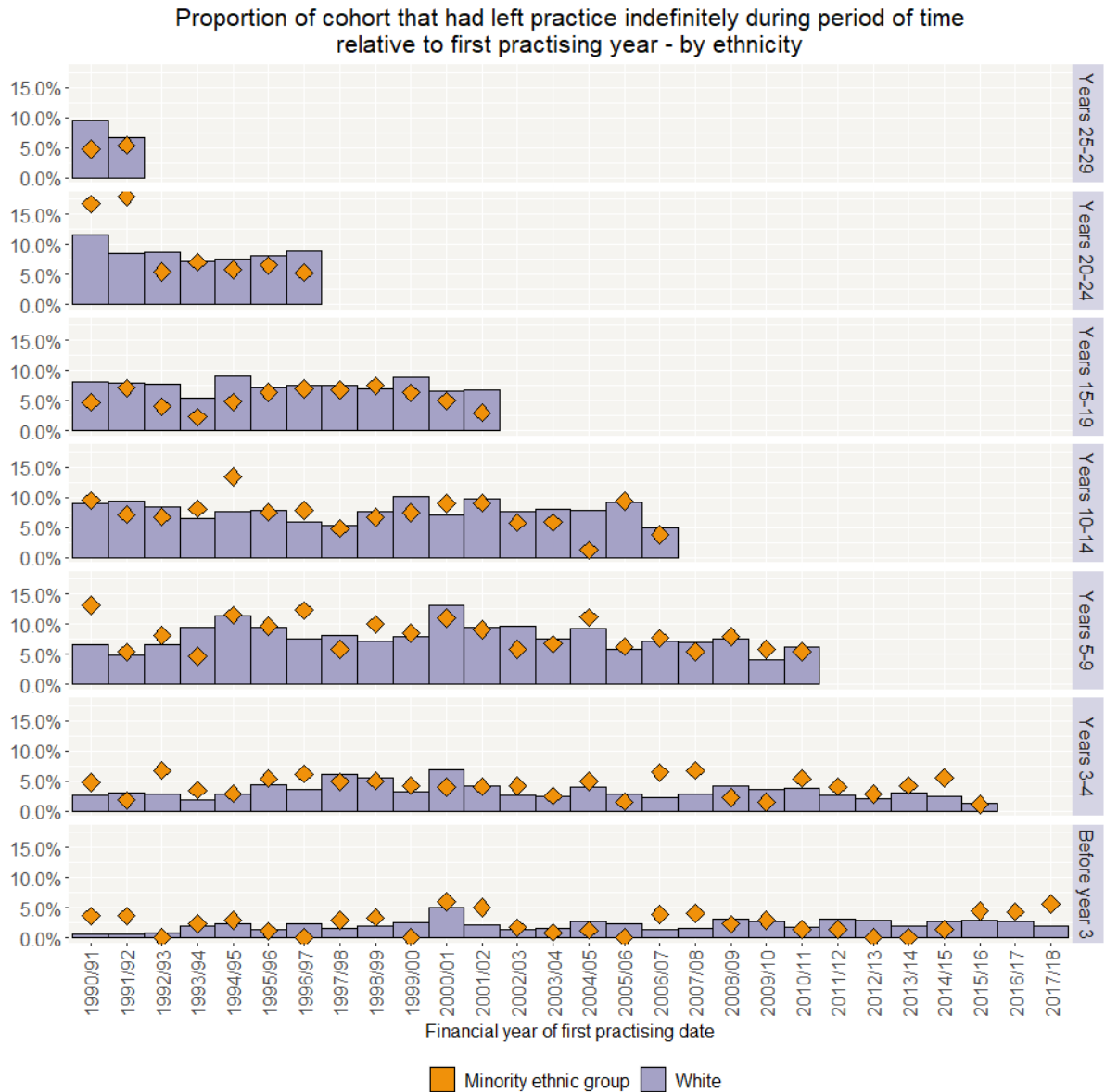
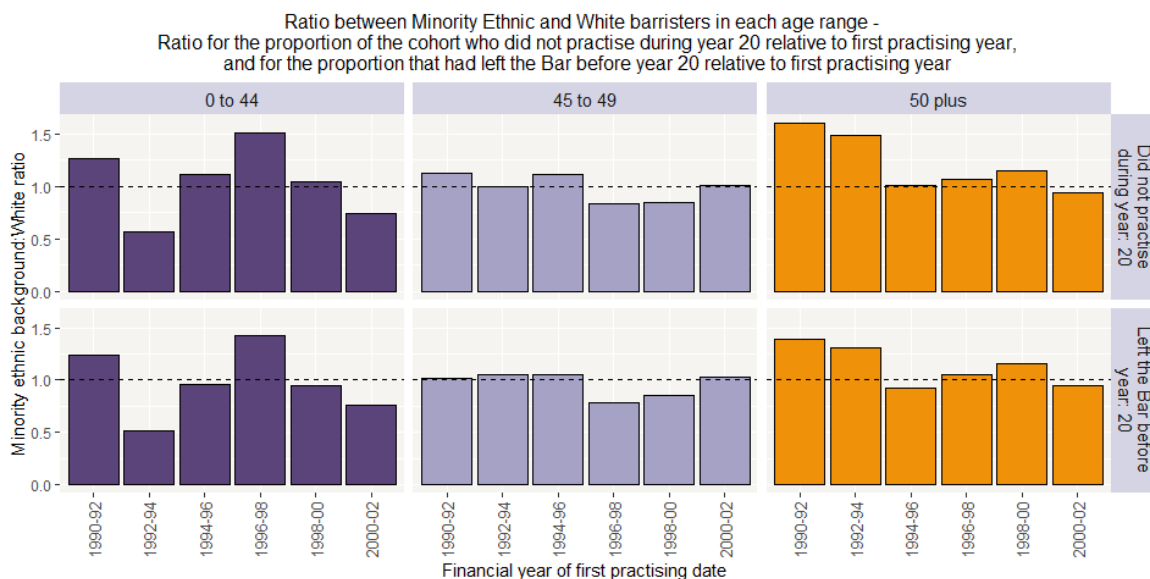
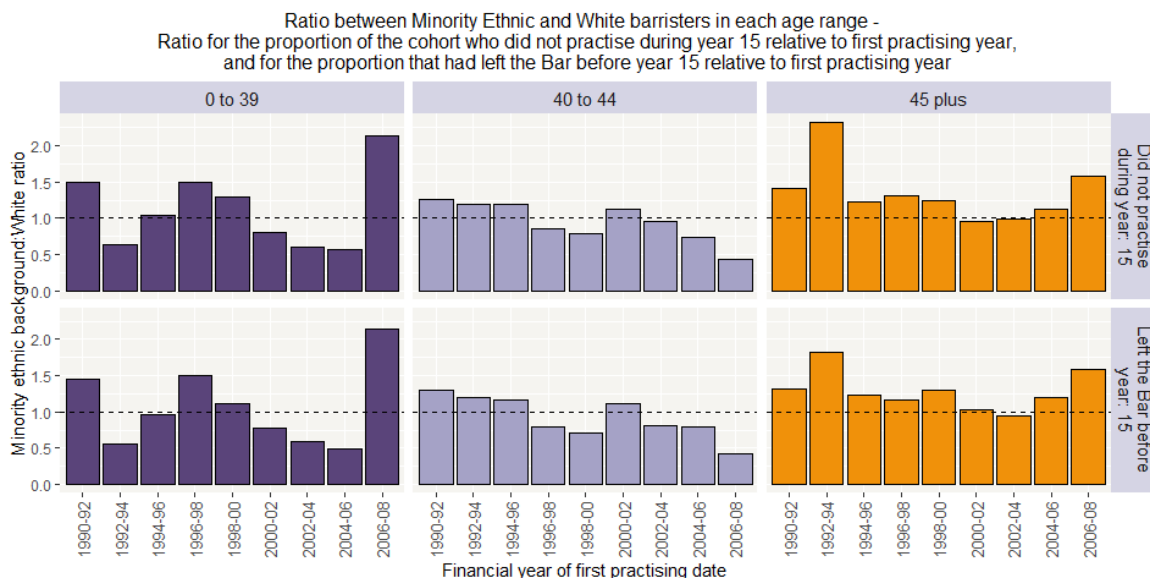


Chart A10. Proportion of cohort that left practice indefinitely by time period relative to first practising year, by ethnicity



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



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