

DIVERSITY DATA NOVEMBER 2025

Introduction

Rule rC110.3 of the Code of Conduct contained in the BSB Handbook requires chambers to publish a summary of its diversity data monitoring exercise, carried out every three years. Questionnaires were sent to all barristers, pupils, and staff (including managers, clerking, and administration). Participation is voluntary and the results are anonymised prior to publication. Diversity data was most recently collected in Oct/Nov 2025.

Number of respondents

Approximately half of those receiving the questionnaires participated in the return. The results are based on those respondents and so may have differed if all of those eligible to participate had chosen to do so. Each individual question is voluntary and as a consequence the total number of respondents may differ from question to question. Total response numbers may also vary between categories where individuals have chosen to respond 'prefer not to say' in relation to certain questions or have left the answer blank.

Diversity data that is not published

Where fewer than 10 individuals within a published category (or sub-category) identify through the questionnaire with the same diversity characteristic, the anonymised data will not be published unless all affected individuals consent. Where this has occurred, we have either not published the data, or data for certain categories has been amalgamated. Pupils' data (despite their consent in a group of less than 10), is amalgamated within the junior barristers' group.

Key Points:

1. 50% of junior barristers/pupils identified as female and 50% identified as male.
2. 16% of junior barristers/pupils identified as disabled.
3. 65% of junior barristers/pupils indicated they attended UK state school.
4. 50% of junior barristers/pupils indicated they were first generation university graduates.
5. 12% of junior barristers/pupils identified as BAME.
6. We continue our efforts with involvement in a number of initiatives to broaden the Bar's and Chambers' diversity through higher representation from black, Asian, and minority ethnic backgrounds.







