

Pupillage Survey 2010/11



*An analysis of the backgrounds
of pupils registered in 2010/11*

Pupillage statistical report

March 2012

Dr Jennifer Sauboorah and Caroline Carney

Research Department

Table of Contents

1.	Pupillage: the final stage of training for the Bar.....	8
2.	Pupillage registration figures	9
3.	Equality and diversity monitoring data	12
4.	Age.....	13
5.	Disability.....	14
6.	Ethnicity.....	15
7.	Gender	18
8.	Sexual orientation.....	19
9.	Gender reassignment	19
10.	Religion or belief.....	20
11.	Marital status	21
12.	Pupils' caring responsibilities.....	22
13.	Socio-economic background	23
14.	Type of school attended	25
15.	Pupils with school fee assistance	25
16.	Pupils' route to pupillage	26
17.	Location of pupillage.....	26
18.	Type of pupillage	27
19.	Mini-pupillage work experience	27
20.	Main area of practice	29
21.	BPTC graduates.....	30
22.	Route to pupillage	30
23.	Pupillage secured prior to BPTC	30
24.	Bar Professional Training Course provider	32
25.	Bar Professional Training Course grade	33
26.	Bar Professional Training Course year	33
27.	Pupils by region of domicile	34
28.	Level of debt amongst pupils	35
29.	Most frequently attended universities	36
30.	Type of university attended.....	37
31.	Pupils with a law degree	38
32.	Pupils' degree classifications.....	39
33.	Pupils law conversion course grades.....	39
34.	Further analysis of pupils practice area	40
	Practice area: university attended	41
	Practice area: degree result	41
	Practice area: BPTC result	42
	Practice area: BPTC year.....	43
35.	Practice area: mini pupillage.....	44
	Practice area: obtaining pupillage prior to the BPTC	45
36.	Practice area: gender	46
37.	Earnings in pupillage	47
	Earnings by practice area.....	48
	Earnings by university attended	48

Earnings by degree classification	48
Earnings by gender	48
Earnings by ethnicity	49
Earnings: gender and practice area.....	49
Earnings: ethnicity and practice area.....	50
Earnings: ethnicity, gender and practice area.....	51
38. Multivariate analysis	52
39. Annex one: pupils' parent/guardians' occupations	53
40. Annex two: university groupings	56

Figures

- Figure 1: Annual % change in First Six pupillages 9
- Figure 2: Registered pupillages 1988-2011..... 10
- Figure 3: Pupils who applied through Pupillage Portal 11
- Figure 4: Registered pupillages: 2005-11..... 12
- Figure 5: Age distribution 13
- Figure 6: Disability 14
- Figure 7: Ethnicity composition (%)..... 15
- Figure 8: Ethnicity composition (figures) 15
- Figure 9: BME composition 16
- Figure 10: White ethnicity composition..... 16
- Figure 11: Ethnicity breakdown..... 17
- Figure 12: Gender composition (%) 18
- Figure 13: Gender composition (figures)..... 18
- Figure 14: Sexual orientation 19
- Figure 15: Religion or belief 20
- Figure 16: Marital status 21
- Figure 17: Pupils with children 22
- Figure 18: Pupils as primary carers..... 22
- Figure 19: Job categories of pupils’ parents/guardians 23
- Figure 20: Type of school attended..... 25
- Figure 21: Pupils with school fee assistance..... 25
- Figure 22: Period of practice 26
- Figure 23: Location of pupillage 26
- Figure 24: Type of pupillage 27
- Figure 25: Mini-pupillage & pupillage in same chambers? 28
- Figure 26: Assessment of mini-pupillage 28
- Figure 27: Main area of practice 29
- Figure 28: BPTC graduate 30
- Figure 29: Pupillage secured prior to BPTC 31
- Figure 30: BPTC provider 32
- Figure 31: BPTC grade 33
- Figure 32: BPTC year 34
- Figure 33: Pupils by region of domicile 34
- Figure 34: Level of debt amongst pupils 35
- Figure 35: Most frequently attended universities 36
- Figure 36: Type of university attended 37
- Figure 37: Pupils with a law degree 38
- Figure 38: Pupils’ degree classifications 39
- Figure 39 Pupils law conversion course grades 39
- Figure 40 Practice areas by university attended..... 41
- Figure 41 Practice areas by degree result..... 41
- Figure 42 Practice areas by BPTC result 42

Figure 43 Practice area by year of BPTC.....	43
Figure 44 Practice areas by completion of mini pupillage.....	44
Figure 45 Practice areas by when pupillage was secured.....	45
Figure 46 Practice areas by gender	46
Figure 47: Earnings by gender and practice area.....	50
Figure 48: Earnings by ethnicity and practice area.....	51
Figure 49: Gender, ethnicity and practice area	52
Figure 50: Multivariate analysis.....	52

Introduction

The *Pupillage Supplementary Survey* is administered on an annual basis to enable monitoring of the various equality, diversity and fair access objectives of the Bar Standards Board and Bar Council.

The data in this report was supplied by pupils who completed the survey during the pupillage registration process with the Bar Standards Board. The survey is collated in accordance with confidential Bar Standards Board and Bar Council data protection procedures. The data is analysed anonymously with no identifying data.

This report presents an analysis of the backgrounds of those registered by the Bar Standards Board to undertake pupillage during the period 1 October 2010 to 30 September 2011 (2010/11). During that period there were 446 First Six pupillages registered. Of those pupils who registered, 444 surveys were returned; this represents a response rate of 99.5%, the highest response rate since the survey was introduced in 2004. Response rates between 2004 and 2010 have varied and have always been in excess of 88%.

During 2010/11 pupils were given the option of completing the survey on-line or if they preferred on paper. Some of the paper surveys that pupils returned were earlier versions of the questionnaires from previous years as these were also available for download on the BSB website. Consequently questions on sexual orientation, religion, marital status and caring responsibilities were omitted on the paper version of the survey so there are high levels of missing data for this year in these areas. Percentages are represented to one decimal place or the nearest whole number, (where appropriate) in the charts and tables presented in the course of the report. Where previous years' data was relevant it has been included for comparison purposes, for example when discussing ethnicity and gender.

The dates used to conduct the *Pupillage Supplementary Survey* align with the pupillage registration year which follows broadly the academic year format and the dates of the legal year. Where missing data is listed in the report no information was received for that particular question.

Summary: Key Facts of Pupils in 2010/11 vs 2009/10

The Bar of England and Wales: Profile 2010/11

This report provides details on the composition of pupils who registered pupillages in 2010/11 and illustrates and identifies trends relating to pupils' demographic information. The key statistics for in 2010/11 and the previous pupillage year (for comparison) 2009/10 are outlined below:

Pupillage in 2010/11

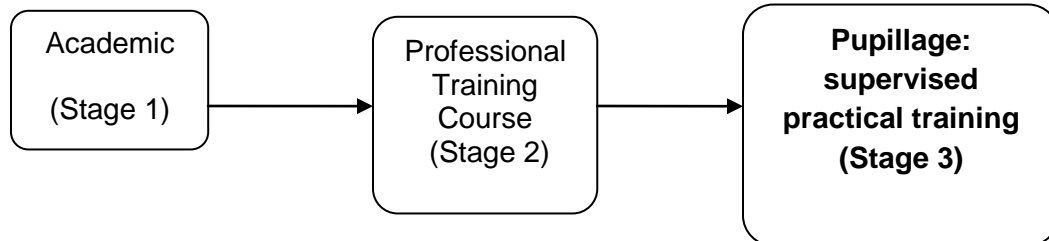
- a. 446 First Six pupillages were registered;
- b. 477 Second Six pupillages were registered;
- c. 54% of (241) pupils were men;
- d. 41% (181) of pupils were women;
- e. 5% (22) of pupils did not disclose their gender;
- f. 13% (58) of pupils were BME;
- g. 79% (349) pupils were white;
- h. 8% (37) of pupils did not disclose their ethnicity;
- i. 1% (6) of pupils declared a disability;
- j. 87% (388) of pupils were 34yrs of age or younger;
- k. 8% (35) of pupils have a child;
- l. 35% (155) of pupils achieved a first class degree;
- m. 35% (154) of pupils attended Oxbridge;
- n. 64% (285) of pupils attended a Russell Group university;
- o. 5% (23) of pupils had a parent/guardian who is a lawyer;
- p. 81% (358) of pupils came from professional backgrounds; and
- q. 32% (143) of pupils had debts of £20,000 or over.

Pupillage in 2009/10

- a. 460 First Six pupillages were registered;
- b. 495 Second Six pupillages were registered;
- c. 40% of (184) pupils were men;
- d. 48% (223) of pupils were women;
- e. 11% (53) of pupils did not disclose their gender;
- f. 15% (71) of pupils were BME;
- g. 72% (333) pupils were white;
- h. 12% (56) of pupils did not disclose their ethnicity;
- i. 2% (9) of pupils declared a disability;
- j. 76% (353) of pupils were 34yrs of age or younger;
- k. 8% (41) of pupils have a child;
- l. 23% (105) of pupils achieved a first class degree;
- m. 23% (109) of pupils attended Oxbridge;
- n. 46% (212) of pupils attended a Russell Group university;
- o. 7% (33) of pupils had a parent/guardian who is a lawyer;
- p. 55% (256) of pupils came from professional backgrounds; and
- q. 27% (201) of pupils had debts of £20,000 or over.

1. Pupillage: the final stage of training for the Bar

1.1. There are three stages that must be completed in order to qualify as a practising barrister in England and Wales. Pupillage is the third stage in training for the Bar and it is undertaken in an approved pupillage training organisation (either barristers' chambers or another approved legal environment). This is an overall period of 12 months which is divided into two six month periods referred to as First Six and Second Six.¹



1.2. The pass rate for the Bar Professional Training Course for 2009/2010 was 80%. Securing pupillage is very competitive and over the last few years that competition has increased. The majority of those who pass the Bar Professional Training Course (BPTC, formerly the Bar Vocational Course (BVC)) apply for pupillage in the UK or in their home jurisdiction if they are a non-UK or EU citizen.²

1.3. Pupillage is compulsory training that must be completed before a member of the Bar is eligible to have a practising certificate. Pupillage is usually a one-year training period spent in an authorised training organisation (either barristers' chambers or another approved legal environment).

1.4. The First Six month period of pupillage is also referred to as the Non-Practising part of pupillage and the Second Six months is referred to as the Practising period. During the First Six months pupils may not accept any instructions, except for noting briefs, where they have the permission of their pupil supervisor or head of chambers. A pupil is entitled to supply legal services and exercise Rights of Audience as a barrister during the Second Six months, provided that they have the permission of his or her pupil supervisor or head of chambers.

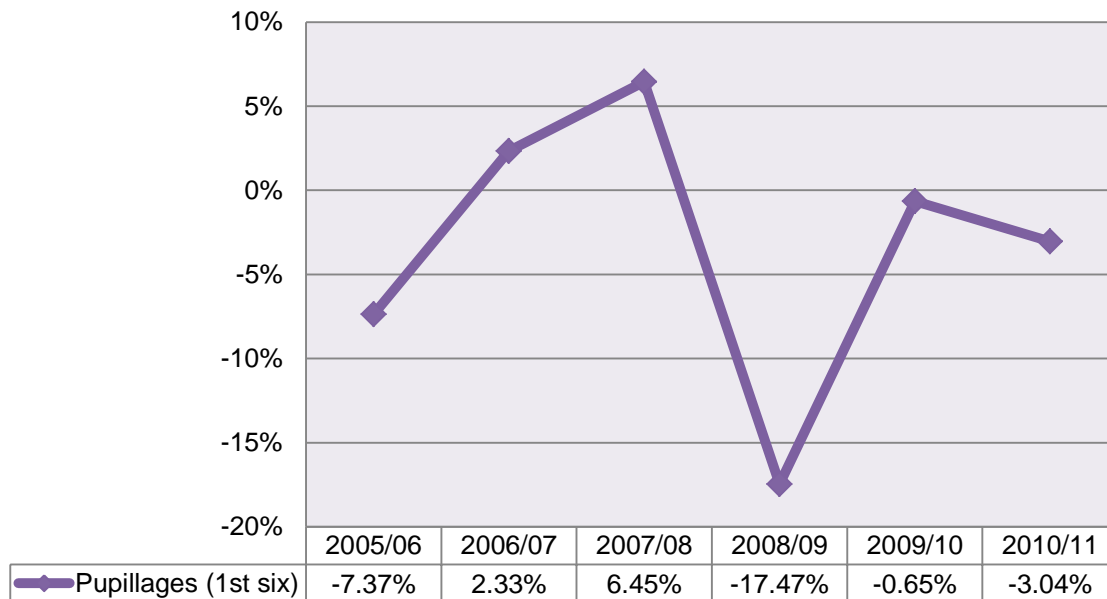
¹ First Six and Second Six do not have to be completed in a full calendar year.

² Following restrictions of the immigration rules in 2011, under the UK Border Agency's points based system, all non-EEA individuals who intend to enter the UK to undertake pupillage or mini pupillage should obtain their leave to enter under Tier 5 (Government Approved Exchange), having first successfully applied to the Bar Council for a Certificate of Sponsorship. Please visit the [Bar Council website](#) for more information.

2. Pupillage registration figures

2.1. Figure 1 shows the percentage change in the proportion of registered pupillages since 2005/2006.

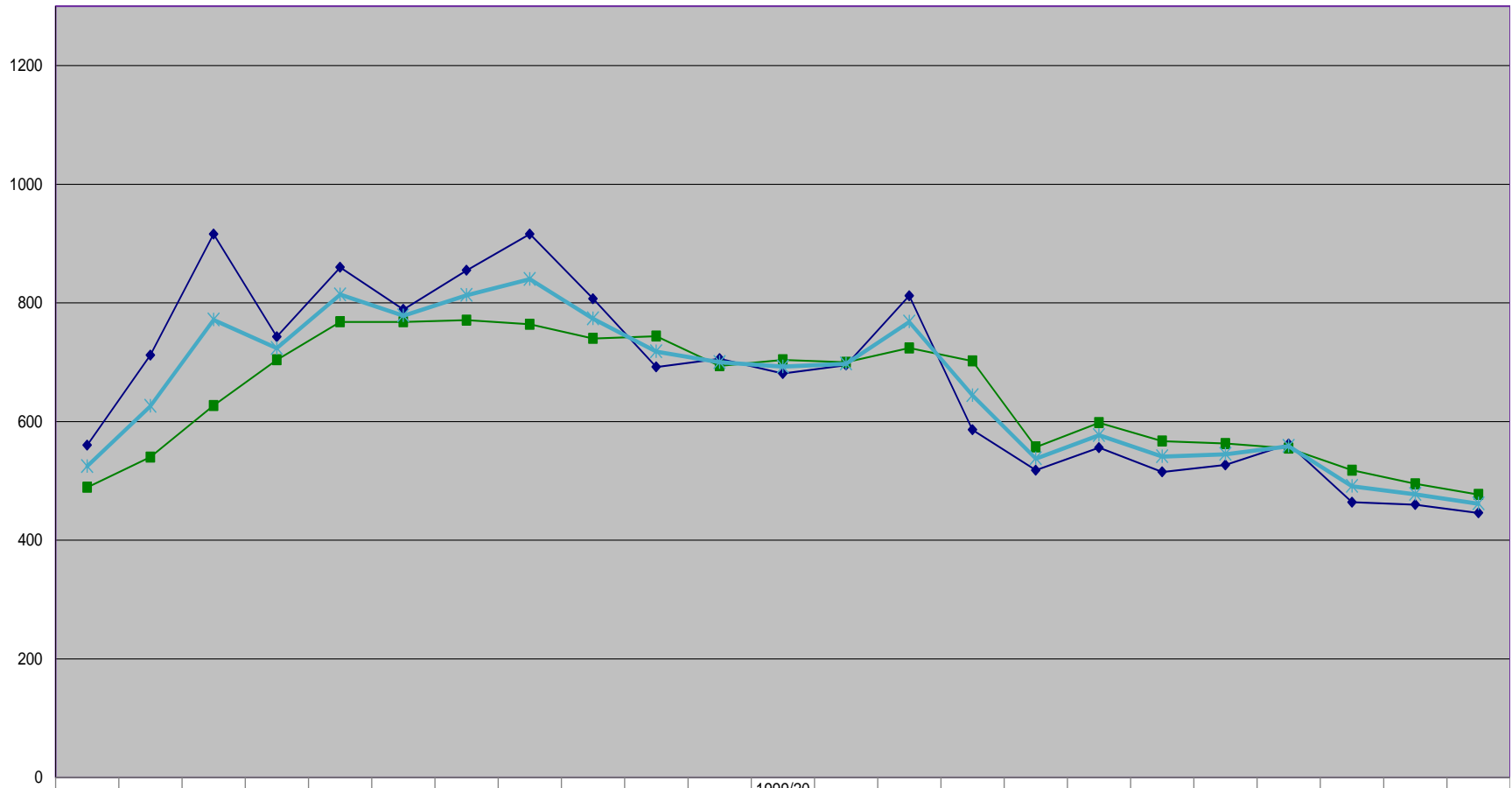
Figure 1: Annual % change in First Six pupillages



2.2. Figure 2 overleaf shows the number of registered pupillages over the period 1988-2011.³ The Bar Council ruled that in 2002/03 all pupillages would be subject to compulsory funding of £10,000 per annum, having previously been unfunded. In May 2011 the Legal Services Board approved a further increase to that amount to £12,000.

³ The 2011/12 pupillage registration figures will not be available until October 2012; registration ends for that period on 30 September 2012.

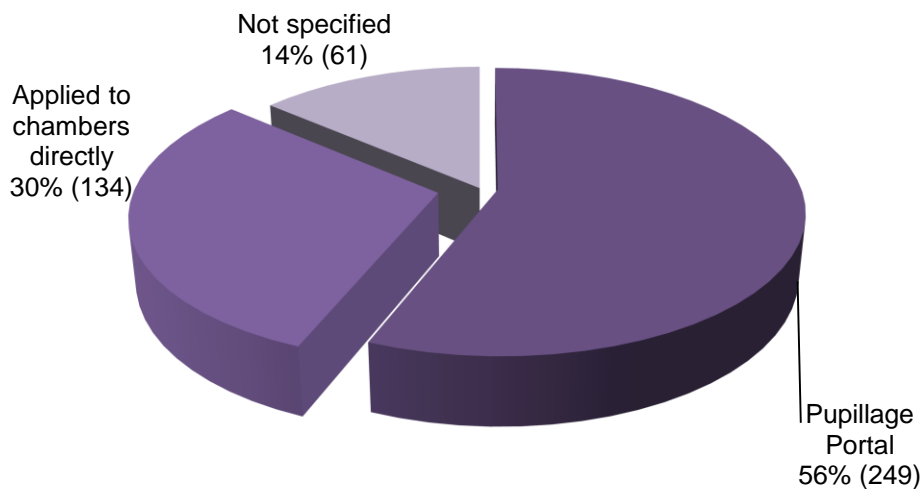
Figure 2: Registered pupillages 1988-2011



	1988/89	1989/90	1990/91	1991/92	1992/93	1993/94	1994/95	1995/96	1996/97	1997/98	1998/99	1999/2000	2000/01	2001/02	2002/03	2003/04	2004/05	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11
◆ 1st Six	560	712	916	743	860	789	855	916	807	692	706	681	695	812	586	518	556	515	527	562	464	460	446
■ 2nd Six	489	540	627	704	768	768	771	764	740	744	694	704	700	724	702	557	598	567	563	555	518	495	477
✱ Average of 1st Six and 2nd Six	524.5	626	771.5	723.5	814	778.5	813	840	773.5	718	700	692.5	697.5	768	644	537.5	577	541	545	558.5	491	477.5	461.5

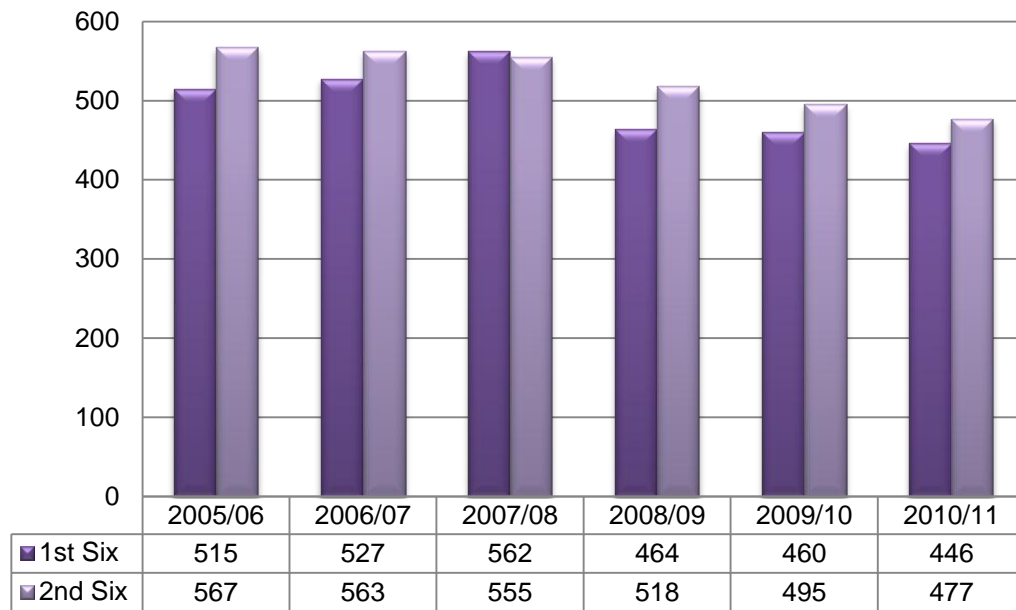
- 2.3. In 2010 there were 2,802 on-line applications for pupillage through the Pupillage Portal (www.pupillageportal.com). Pupillage applicants can include those completing the BPTC from up to five years previous. Applications for pupillages can also be made independently of the on-line application system by following chambers' own recruitment processes. Currently approximately half of chambers recruit through the Pupillage Portal.
- 2.4. There were 446 First Six pupillages in 2010/11 with 2,802 applications through the Pupillage Portal. 56% of all pupillages are awarded through Pupillage Portal. This represents an 8.8% chance of getting a pupillage through the Pupillage Portal when no other factors such as individual characteristics and educational background are taken into consideration.
- 2.5. Figure 3 shows the number of pupils that secured pupillage through Pupillage Portal. In 2010/11 56% (249) of those who were successful in gaining pupillage had applied through the Pupillage Portal compared with 42.6% (196) in 2009/2010. In 2010/11 30% (134) were successful in applying for pupillage directly, with the chambers or an employer (i.e. not applying using the Pupillage Portal) compared with 45.2% (208) in 2009/10.

Figure 3: Pupils who applied through Pupillage Portal



2.6. Figure 4 shows that 446 First Six pupillages were registered in 2010/11 which was a decrease of 3% from the previous year, (460 in 2009/10). 477 Second Six pupillages were registered which was a decrease of 3.6% (495 in 2009/10).

Figure 4: Registered pupillages: 2005-11



3. Equality and diversity monitoring data

3.1. The Bar Council and Bar Standards Board have a commitment to ensuring that their public sector equality duties are met and that potential applicants have fair and equal access to the profession.

3.2. Pupillage is an essential and therefore very important part of training for the Bar. The information obtained from this survey will be used to monitor effectively this final stage of training for the profession with particular regard to progression into practice and drop-out rates. This is in accordance with BSB legislative duties and good equal opportunities practice.

3.3. Data is collected on the eight protected characteristics as stated in Section 149 of the Public Sector Equality Duty are as follows:

- age;
- disability;
- gender reassignment;
- pregnancy and maternity;
- race;
- religion or belief;
- sex; and
- sexual orientation.

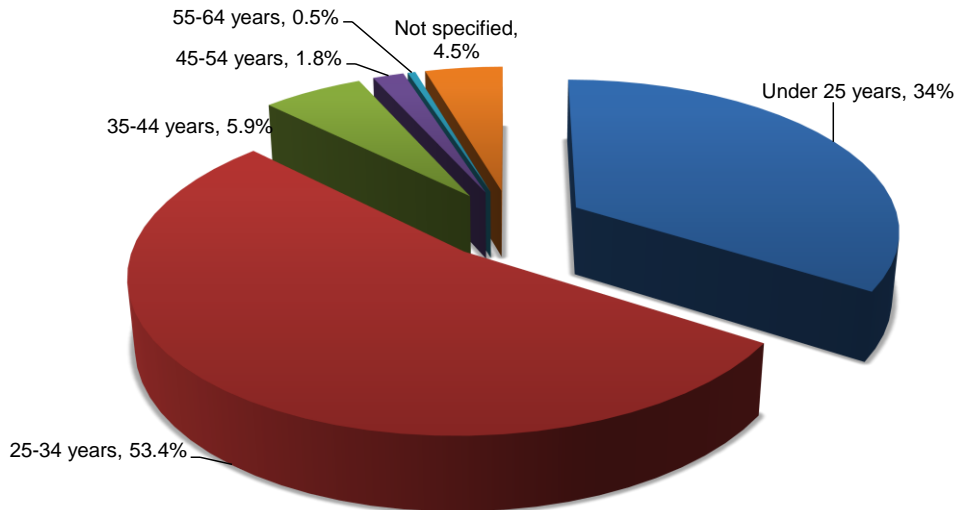
3.4. To reflect changes in legislation, information relating to all eight protected characteristics are now collected for the current (on-going) pupillage registration year, 2011/12. Data on pregnancy and maternity was not collected for 2010/11.⁴

⁴ Data on whether or not pupils had children however, was collected.

4. Age

4.1. Figure 5 below shows the range of ages of pupils which spanned from under 25 years to over 45 years. Just over half of pupils, 53% (237) identified themselves as being in the 25-34 years age category. No pupil indicated that they were over the age of 65 years.

Figure 5: Age distribution



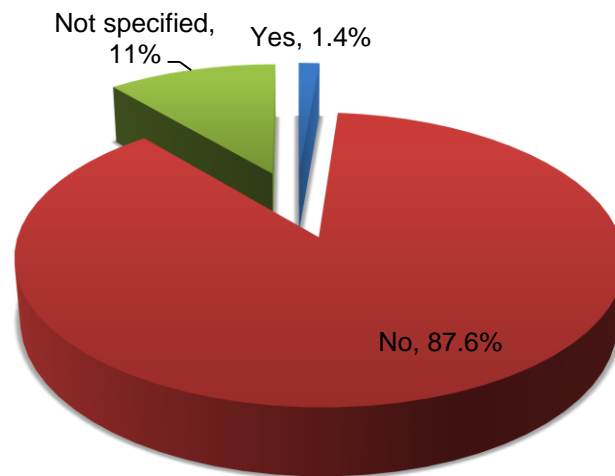
4.2. There were 34% (151) pupils under the age of 25 years of age and 8% of (56) pupils over the age of 35 years of age. 4.5% (20) of pupils did not respond to this question.

5. Disability

5.1. Pupils were asked if they had a disability as stated in the Equality Act 2010. The Act defines a person as having a disability if he or she 'has a physical or mental impairment, which has a substantial long term, adverse effect on [their] ability to carry out normal day-to-day activities. Long term means 12 months or more.'

5.2. In 2010/11 1.4% (6) of pupils reported having a disability with the most frequently reported condition being dyslexia. In 2009/10 there were 2% (9) of pupils who reported a disability, again, predominantly dyslexia.

Figure 6: Disability



6. Ethnicity

6.1. Figures 7 and 8 below illustrate the ethnic composition of pupils by ethnicity during the period 2004/05 until 2010/11.

6.2. The proportion of BME pupils in 2010/11 fell by 2.3%, from 15.4% in 2009/10 to 13.1%. 2010/11 saw the lowest proportion of BME pupils over the period outlined below at 13.1% (58). 2006/07 saw the highest proportion of BME pupils since 2004/05 at 20% (107).

Figure 7: Ethnicity composition (%)

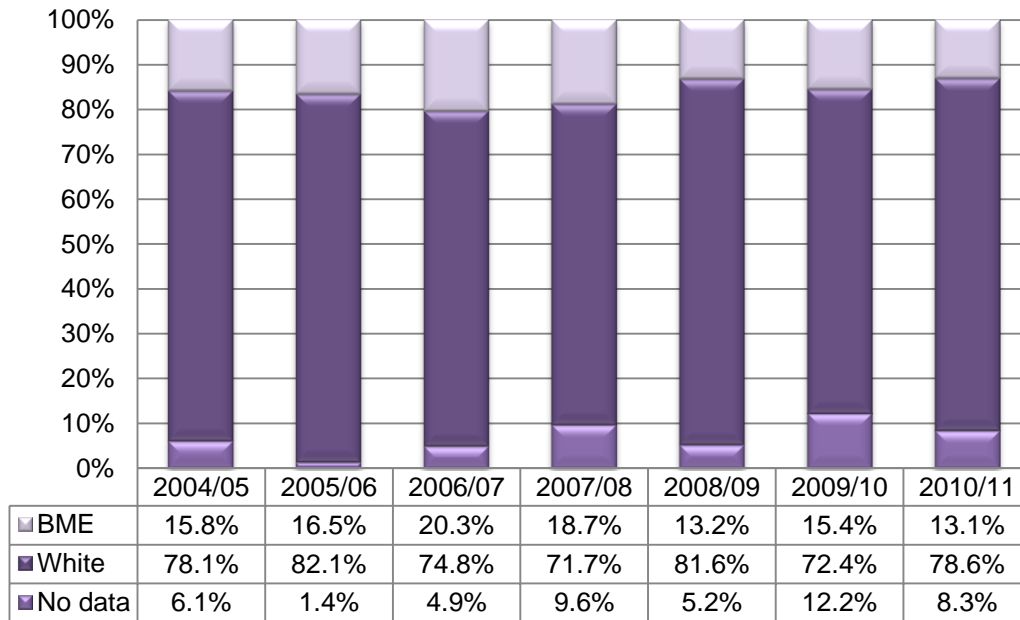
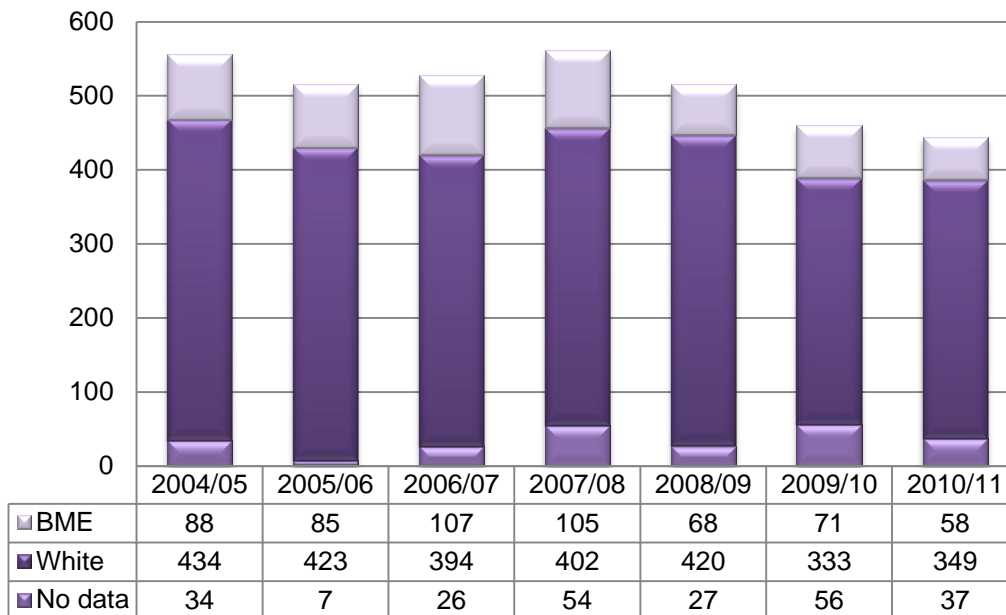
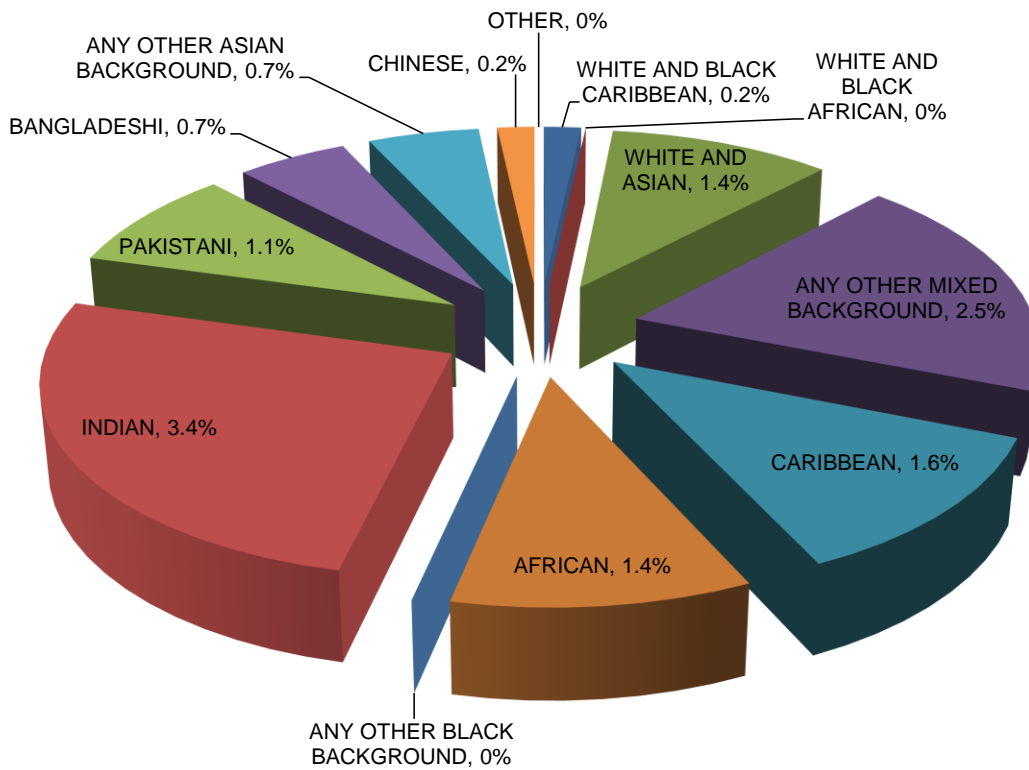


Figure 8: Ethnicity composition (figures)



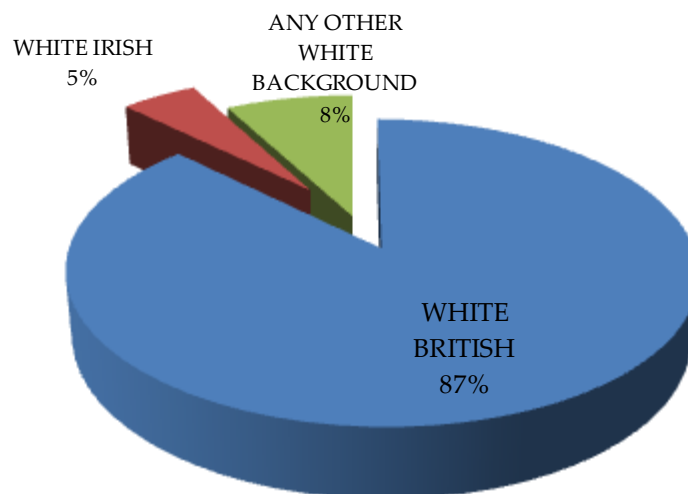
6.3. Figure 9 shows a detailed breakdown of the 13.1% (58) BME category for pupillage in 2010/11.

Figure 9: BME composition



6.4. Figure 10 shows that of White pupils who declared their ethnicity, 5% stated that they are White Irish, comprising 3.8% (17) of pupils overall.

Figure 10: White ethnicity composition



6.5. The 2010/11 ethnicity data was collected is in line with the 2011 census categories for the on-line version of the questionnaire but older paper versions of the questionnaire used the 2001 census categories.

Figure 11: Ethnicity breakdown

Ethnicity of pupils 2010/11		
	No.	%
WHITE BRITISH/WELSH/SCOTTISH/BRITISH/N.IRISH	313	70.5%
WHITE IRISH	17	3.8%
ANY OTHER WHITE BACKGROUND	19	4.3%
WHITE AND BLACK CARIBBEAN	1	0.2%
WHITE AND ASIAN	6	1.4%
ANY OTHER MIXED BACKGROUND	11	2.5%
BLACK CARIBBEAN	7	1.6%
BLACK AFRICAN	6	1.4%
ASIAN INDIAN	15	3.4%
ASIAN PAKISTANI	5	1.5%
ASIAN BANGLADESHI	3	0.7%
ANY OTHER ASIAN BACKGROUND	3	0.7%
CHINESE	1	0.2%
NO DATA HELD	37	8.3%
TOTALS	444	100%

7. Gender

7.1. The gender composition of men and women undertaking pupillage since 2004 is illustrated in Figures 12 and 13 below. The biggest difference in gender composition was in 2008/09 with men outnumbering women by 13.6%. The smallest difference was in 2005/06 and 2007/08 when women outnumbered men by 2.1%. In 2010/11 men outnumbered women by 13.5%.

Figure 12: Gender composition (%)

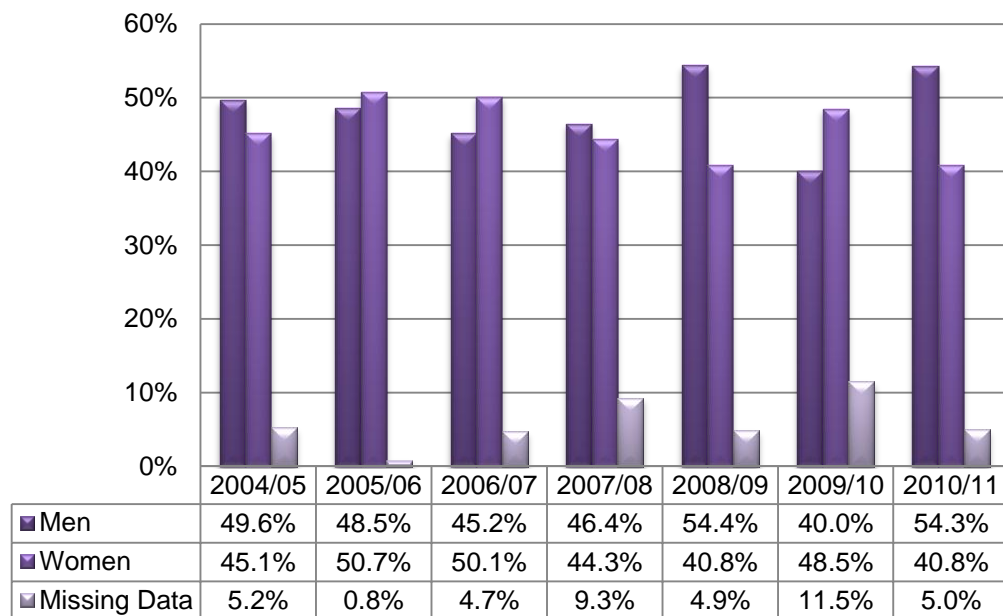
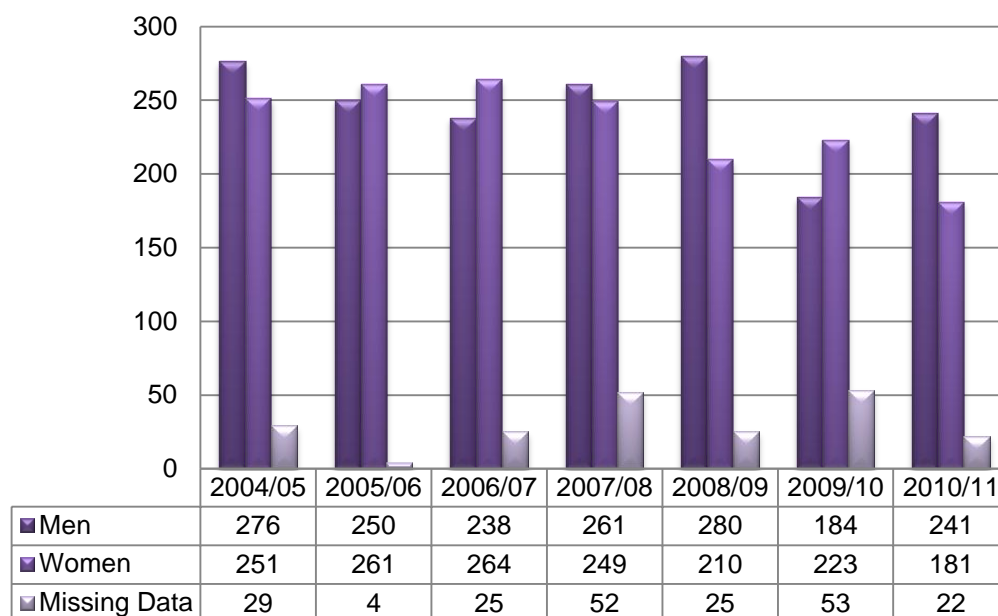


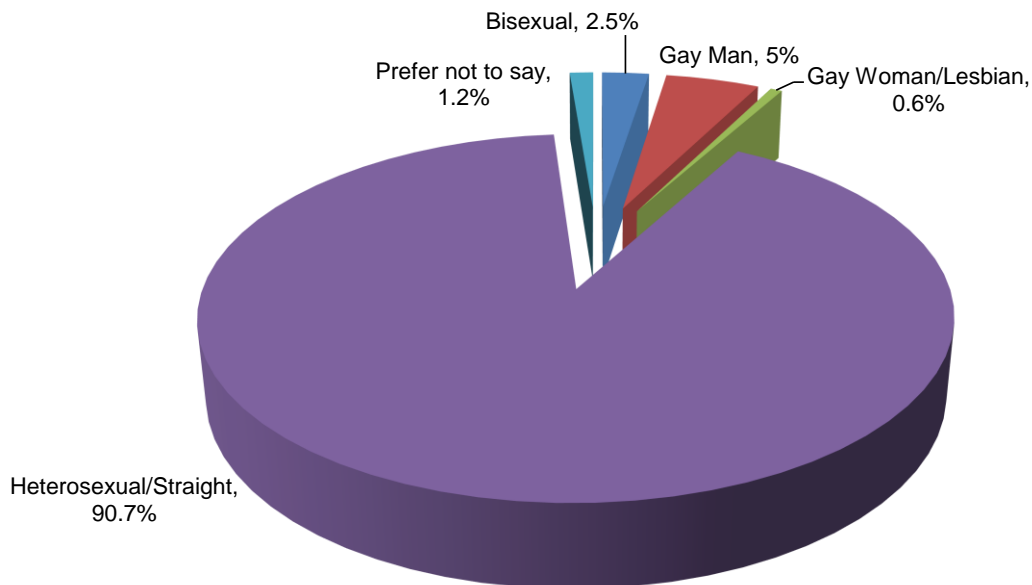
Figure 13: Gender composition (figures)



8. Sexual orientation

8.1. Figure 14 below shows only the responses of those pupils who completed the survey online; this question was not included on the paper version of the survey. 90.7% of pupils declared that they are heterosexual/straight, 5.6% declared that they were a gay man or woman, 2.5% stated they were bisexual and 1.2% preferred not to answer.

Figure 14: Sexual orientation



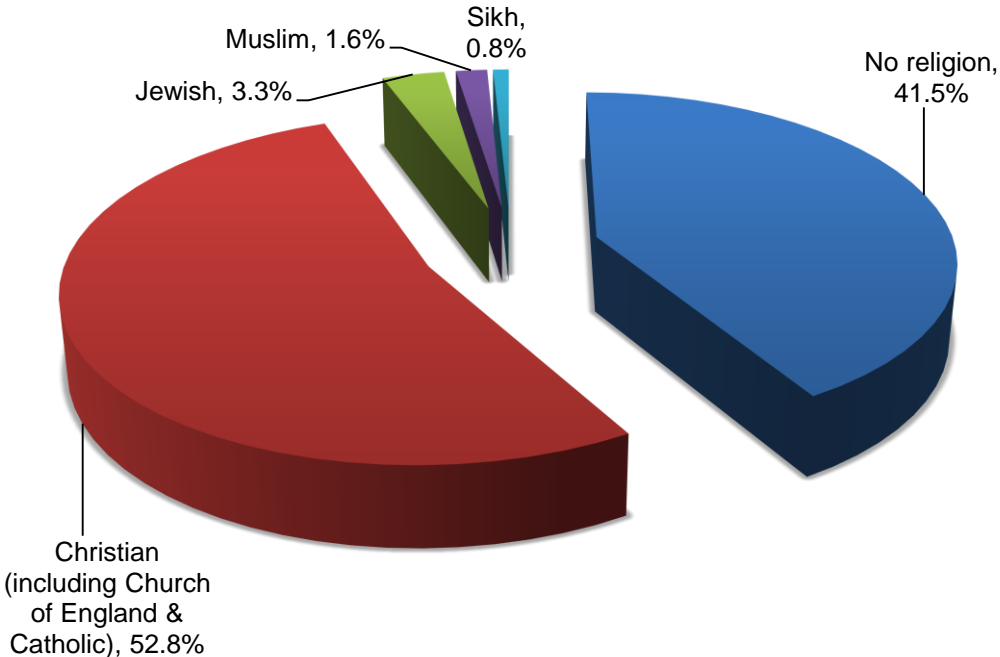
9. Gender reassignment

9.1. Pupils were asked whether or not their gender identity is the same as the gender they were assigned at birth; 98.6% agreed and 1.4% did not answer.

10. Religion or belief

10.1. Figure 15 below shows only the responses of those pupils (27.5%) who completed the survey on line; this question was not included on the paper version of the survey. Pupils were asked whether or not they observed a religion or belief. For those pupils who did answer the survey on-line the largest proportion were Christian, 52.8% (65), followed by 41.5% (51) stating they had no religion, 3.3% Jewish (4), 1.6% Muslim (2) and 0.8% (1) Sikh.

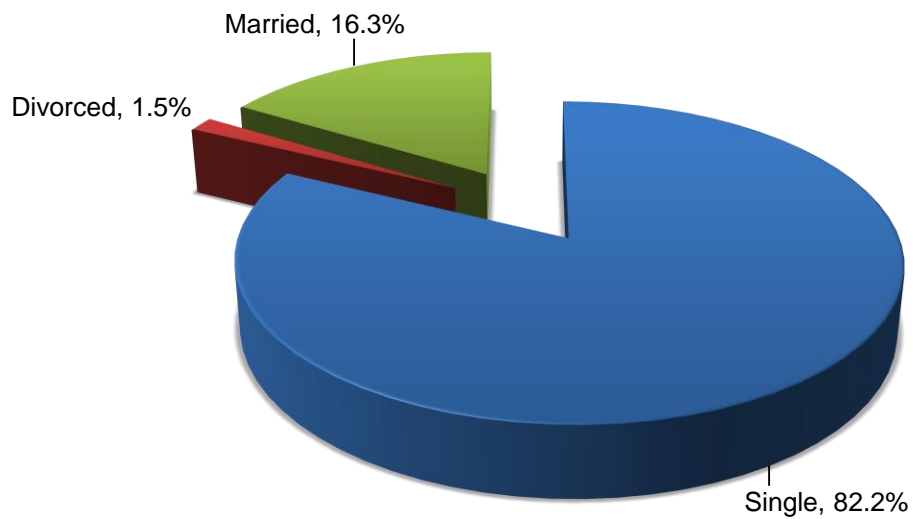
Figure 15: Religion or belief



11. Marital status

11.1. Figure 16 below shows only the responses of those pupils 30.4%, (45) who completed the survey on line; this question was not included on the paper version of the survey. Pupils were asked about their marital status. There were 16.3% (22) of pupils who stated they were married, 1.5% (2) divorced and 82.2% (111) single.

Figure 16: Marital status



12. Pupils' caring responsibilities

12.1. Pupils were asked about their caring responsibilities. No pupils indicated that they had caring responsibilities other than that of taking care of children.

12.2. Pupils were asked whether or not they had a child or children. Figure 17 below shows 7.9% (35) pupils said that they had children; 80% (355) of pupils stated that they did not and 12.2% (54) did not specify. In 2009/10 9% of pupils said they had a child or children.

Figure 17: Pupils with children

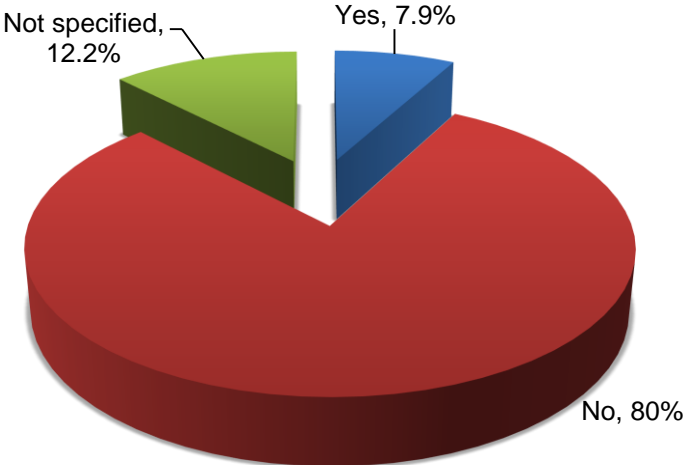
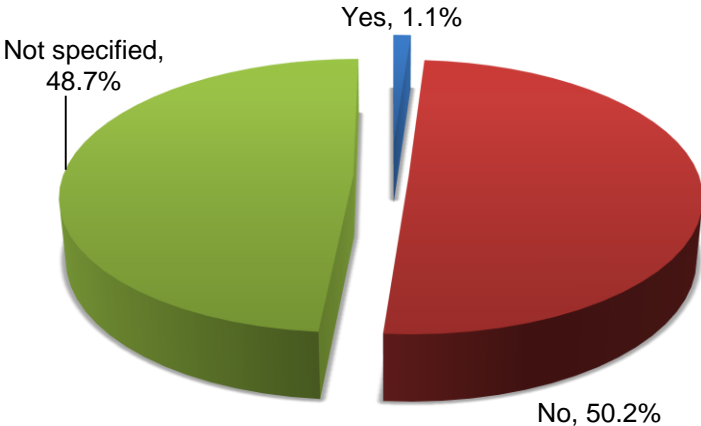


Figure 18 shows the proportion of those pupils who had a child /children and stated that they were the primary carer, 1.1% (3).

Figure 18: Pupils as primary carers



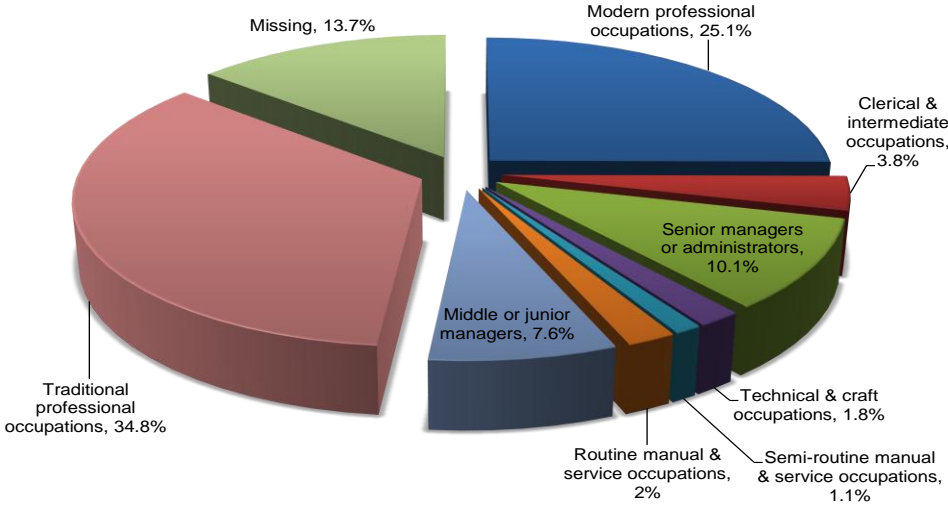
13. Socio-economic background

13.1. There are several indicators that are used to determine socio-economic background. Pupils were asked the following series of questions that can help to give an indication of their socio-economic status:

- **When on the BPTC please state the occupation of the highest earner of your parents'/guardians' household (if unemployed then last job held) or your last job if you came to the Bar after a previous career?**
- **Did you mainly attend a state or fee-paying school between the ages of 11-18?**
- **If you attended a fee-paying school did you receive any kind of financial reward that covered 50% or more of the school fees?**
- **Did either or both of your parents obtain a degree from a higher education establishment?**
- **Which University did you attend as an undergraduate?**
- **Please indicate your approximate anticipated level of debt, if any on completion of pupillage.**

13.2. The occupations of pupils' parent/guardians were then categorised into various groups and further analysis was conducted as can be seen in Figures 19-22.

Figure 19: Job categories of pupils' parents/guardians



13.3. The table below was used to categorise the occupations of pupils' parent/guardians as part of the socio-economic background analysis of pupils.⁵

Category	Occupations
Modern professional occupations	Such as: teacher, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer, (sergeant or above), software designer
Clerical & intermediate occupations	Such as: secretary, personal assistance, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse
Senior managers or administrators	(usually responsible for planning, organising and co-ordinating work & for finance) such as: finance manager or administrator
Technical & craft occupations	Such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver
Semi-routine manual & service occupations	Such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant
Routine manual & service occupations	Such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter/waitress, bar staff
Middle or junior managers	Such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican
Traditional professional occupations	Such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer

13.4. Further analysis was able to establish whether or not pupils' parents/guardians worked as legal professionals. 5.2% (23) pupils had parents who are law professions. The majority of pupils however, did not 82.8% (365).

13.5. Of those that worked as legal professionals 1.6% (7) of pupils stated that their parent is a barrister, 0.2% (1) pupil stated that their parent is a judge, and 3.2% (14) worked as a solicitor.

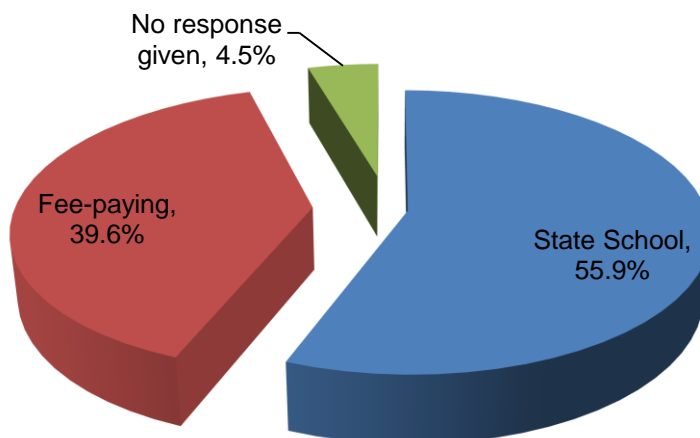
13.6. A full list of the occupations of pupils' parents/guardians can be found in **Annex Two**.

⁵ Heath, A. F., J. Martin and Beerten (1998) 'A comparison of Registrar General's Social Class with an approximation derived from the long version of the new National Statistics socio-economic classification and the 8 categories derived from The National Statistics and Socio-Economic Classification (NS-SEC).' Workshop of Validation, Essex University.

14. Type of school attended

14.1. Most pupils 55.9% (248) who answered the survey stated that they attended a state school (non-fee-paying). 39.6% (176) pupils attended fee-paying schools. The Higher Education Statistics Authority (HESA) states in their latest available figure (for 2009/10) that 88.8% of the university population attended a state school.⁶

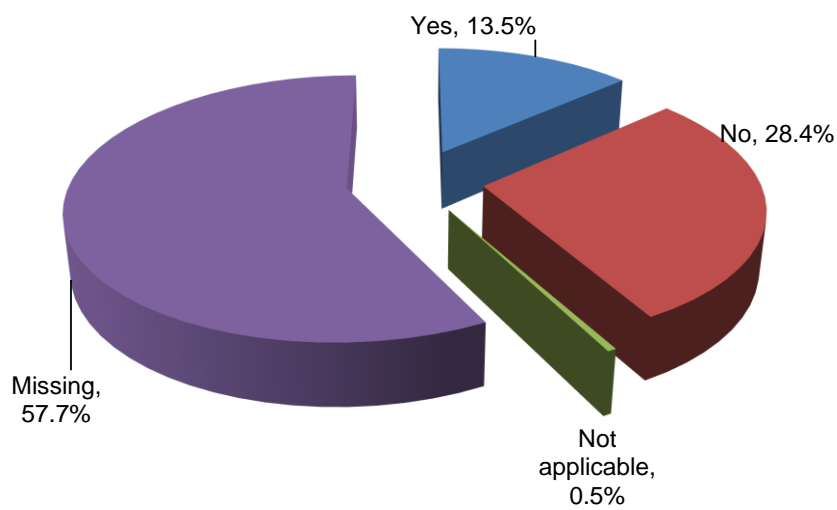
Figure 20: Type of school attended



15. Pupils with school fee assistance

15.1. 13.5% (60) pupils received a financial award that covered at least 50% of their school fees. 28.4% (126) did not receive any kind of financial assistance.

Figure 21: Pupils with school fee assistance

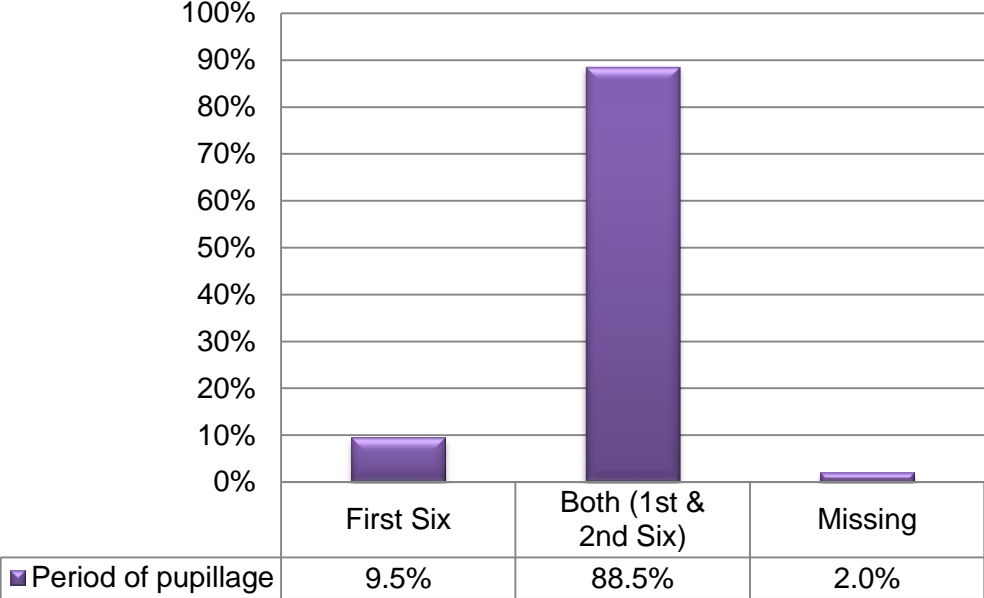


⁶ http://www.hesa.ac.uk/index.php?option=com_content&task=view&id=2060&Itemid=141, table T1b 2009/10

16. Pupils' route to pupillage

16.1. The majority of pupils, 88.5% who completed the survey were registering to undertake both periods of pupillage, First and Second Six.

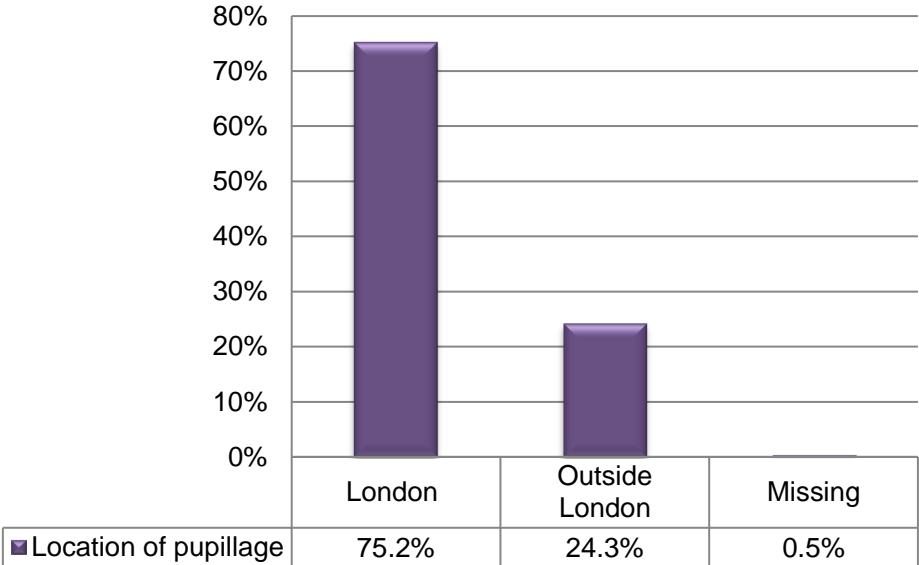
Figure 22: Period of practice



17. Location of pupillage

17.1. Three quarters of (75.2%, 334) of pupillages were based in London. This is an increase of 15.4% since last year, 2009/10. Just under a quarter (24%) of pupillages were registered outside London compared with 28% the previous year.

Figure 23: Location of pupillage

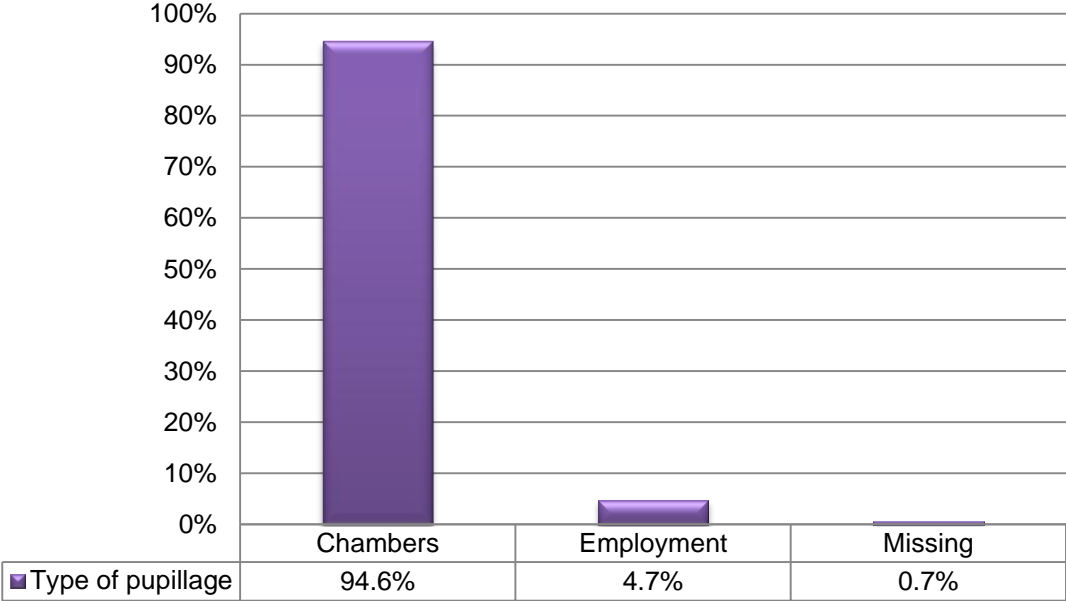


18. Type of pupillage

18.1. The majority 94.6% (420) of pupils undertook their pupillage in chambers (self-employed Bar) and 4.7% (21) in employment, (the employed Bar).

18.2. An analysis of the proportions of all pupillages offered by the self-employed and employed Bar since 2009/10 reveals there has been an increase of 13.7% in pupillage opportunities at the self-employed Bar. At the employed Bar there has a decrease of 2.5% in the proportion of all pupillages offered.

Figure 24:Type of pupillage



19. Mini-pupillage work experience

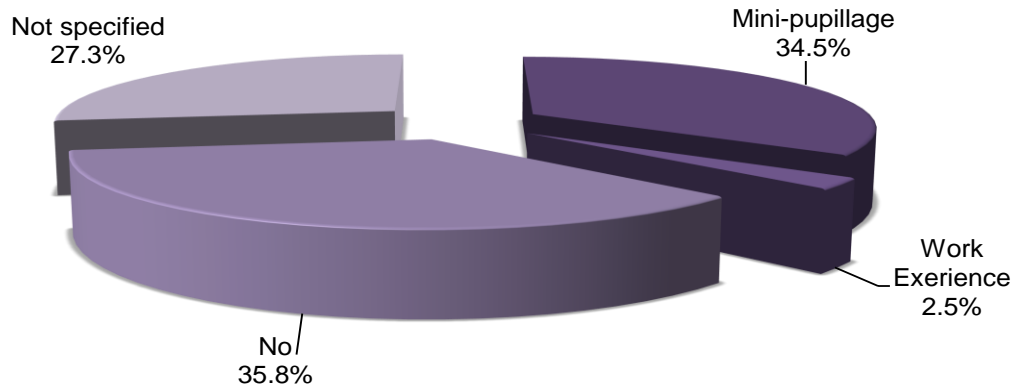
19.1. This year the *Pupillage Supplementary Survey* was expanded to include questions asking pupils about their participation in mini-pupillage/work experience (if undertaken) and whether it was assessed or not. This pupillage analysis therefore, shows whether or not pupils were known to that set of chambers where they accepted pupillage, before application because pupils were asked:

- Did you complete a mini pupillage or work experience with the chambers or organisation in which you are now a pupil?
- Was your mini-pupillage assessed?

19.2. There are chambers that require an assessed mini-pupillage to be completed with them prior to application for full pupillage. Other chambers welcome applications from all applicants regardless if they have completed an assessed or non-assessed mini pupillage with them or another chambers.

19.3. 34.5% (153) of pupils completed a mini-pupillage in the chambers in which they then secured pupillage.

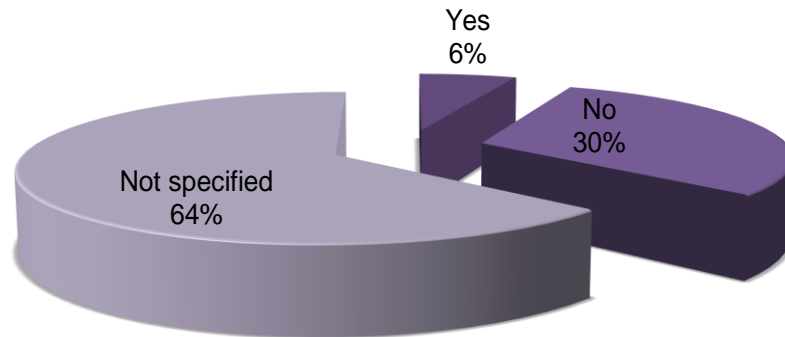
Figure 25: Mini-pupillage & pupillage in same chambers?



19.4. Figure 26 shows that of those who undertook a mini-pupillage, 6.1% (27) were assessed and 30.4% (135) were not.

19.5. 4.4% (20) of pupillages offered a remuneration of £60,000 and 5 (25%) of those pupillages required an assessed mini-pupillage to be completed with them as a pre-requisite of the pupillage application.

Figure 26: Assessment of mini-pupillage

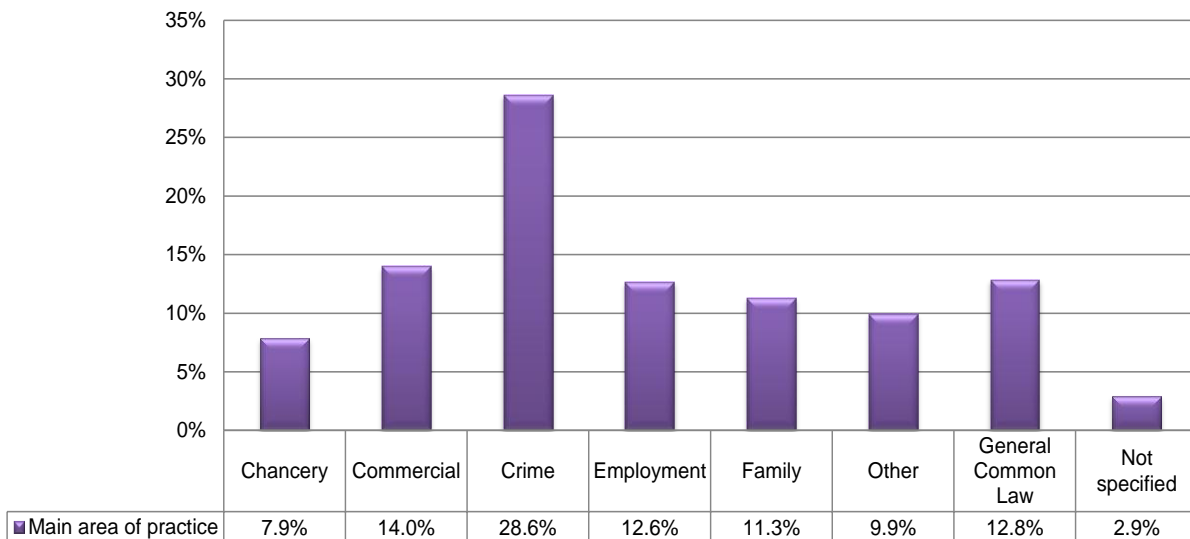


20. Main area of practice

20.1. It can be difficult to classify pupillages according to practice area as many pupillages involve time spent in other chambers and various parts of the Bar. Pupils may have between one and six different pupil supervisors and each may specialise in a different area of law. Some chambers can also specialise in more than one area of law and therefore their pupils can complete their pupillage on a rotation basis and gain experience in many practice areas; this type of pupillage can be categorised as 'Other' in Figure 27 below.

20.2. Nevertheless, pupils were asked to specify where the main practice area of their pupillage focussed. Figure 27 shows the distribution of pupillages according to main practice area as specified by the pupils themselves. Crime continues to constitute the highest proportion of pupillages at 28.6%. Commercial pupillages have increased by 6% over the last year to 14%.

Figure 27: Main area of practice



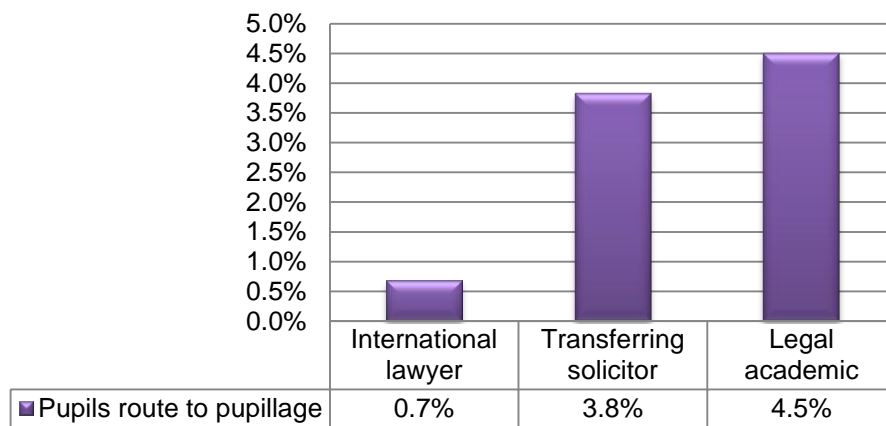
21. BPTC graduates

21.1. The vast majority of pupils 94.1% (418) are graduates of the Bar Professional Training Course (formerly called the Bar Vocational Course).⁷ Those pupils who are not BPTC graduates, 5% (22) are most likely to have transferred to the Bar from another branch of the legal profession such as the solicitors or paralegal profession.

22. Route to pupillage

22.1. 3.8% (17) of pupils transferred from the solicitor profession; 4.5% (20) were legal academics and 0.7% (3) were international lawyers.

Figure 28: BPTC graduate

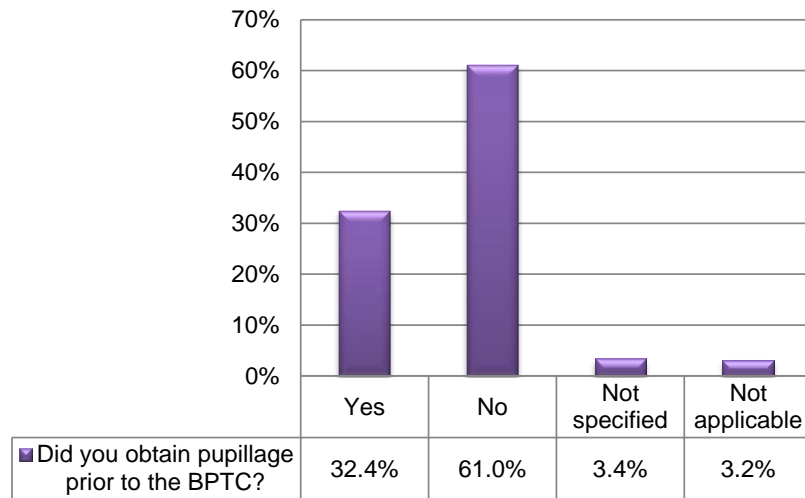


23. Pupillage secured prior to BPTC

23.1. 32.4% (144) of pupils were able to secure pupillage prior to beginning their BPTC. This is a rise of 12.4% since the previous year when 20% of pupils secured pupillage before commencing the BPTC. 61% of pupils did not secure pupillage prior to passing the BPTC.

⁷ The Bar Vocational Course was renamed the Bar Professional Training Course in Autumn 2010.

Figure 29: Pupillage secured prior to BPTC



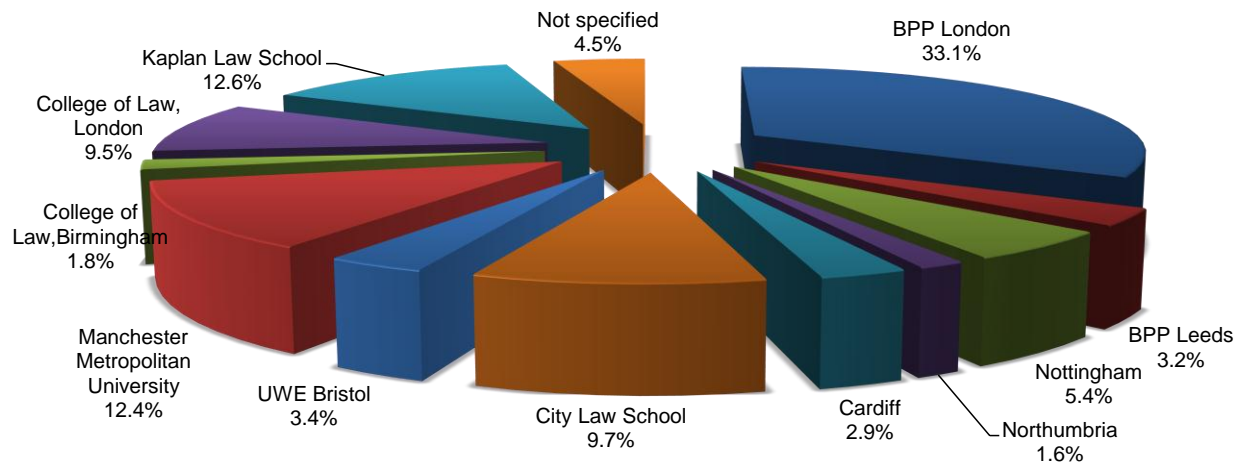
23.2. Compared to all pupillages in 2009/10, of the highest 20 remunerated pupillages of £60,000 the following information can be observed,

- 75% (15) of pupillages were secured prior to those persons commencing the BPTC. Of those 20 pupils;
- 65% (13) were male and 35% (7) were female; and
- 80% (16) were White, 5% (1) were BME and 15% (3) did not specify their ethnicity.

24. Bar Professional Training Course provider

24.1. Figure 30 shows the breakdown of where pupils studied their BPTC. The largest proportion of pupils attended BPP London (24.1%). In 2010/11 all eleven of the BPTC providers had taught students who gained pupillage.

Figure 30: BPTC provider



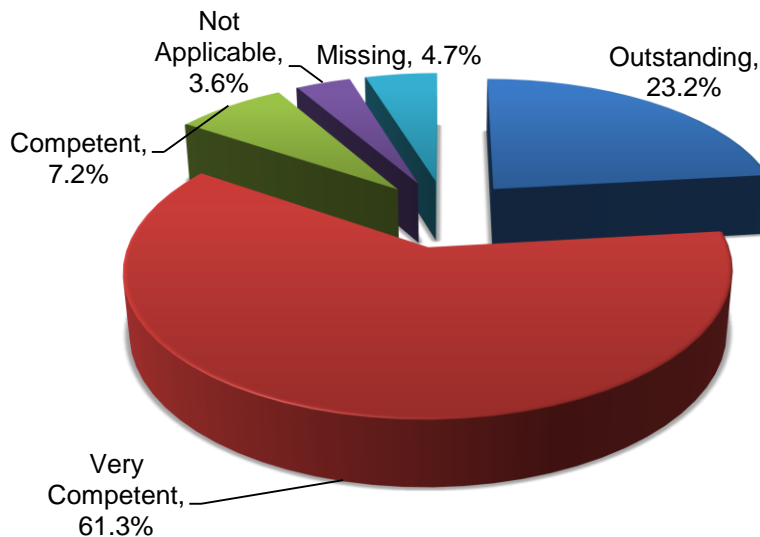
25. Bar Professional Training Course grade

25.1. There are three grading descriptors awarded to those who pass the BPTC:

- Outstanding- pass rate of (85-100%)
- Very Competent-pass rate of (70-84%) and
- Competent-pass rate of 60-69%.

25.2. Figure 31 shows how the majority of pupils 61.3% (272) achieved a Very Competent grade at BPTC. The smallest proportion, 7.2% (32) of pupils stated that they attained a Competent grade. It is worth noting that the proportion of pupils in 2010/11 with an Outstanding grade was 23.2% (103); this has more than doubled from 2009/10 when the proportion was 10.4%.

Figure 31: BPTC grade

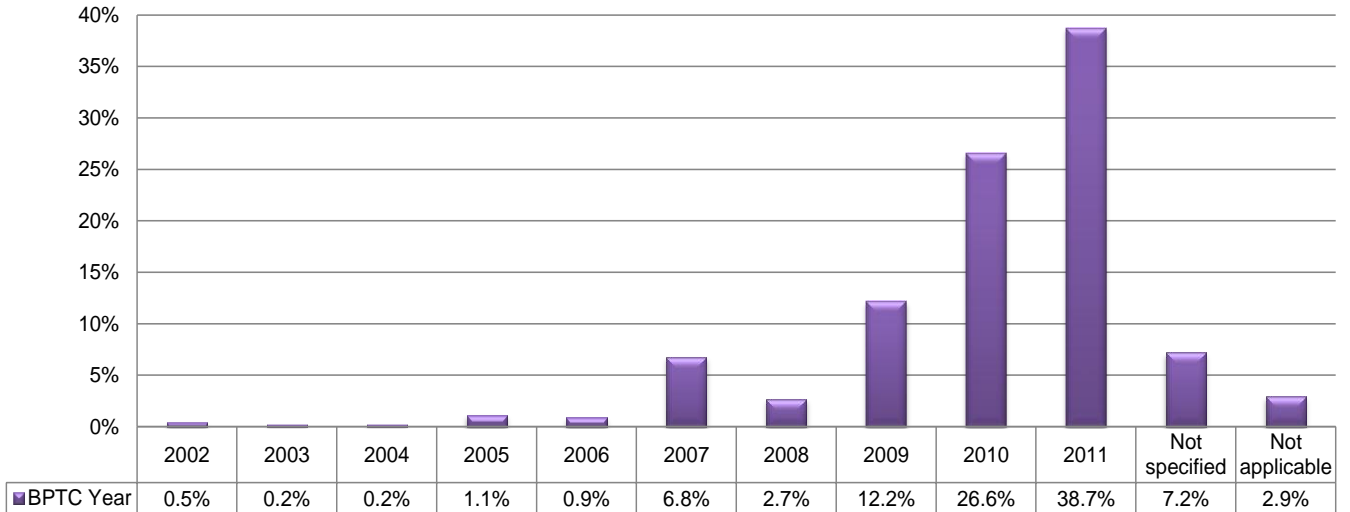


26. Bar Professional Training Course year

26.1. The largest proportion 32.4% (149) of pupils who registered their pupillage in 2010/11 passed the BPTC in 2009/10. These people progressed straight from the BPTC into pupillage.

26.2. There were however, BPTC/BVC graduates from as far back as 2002 among those who secured pupillage for 2009/10.

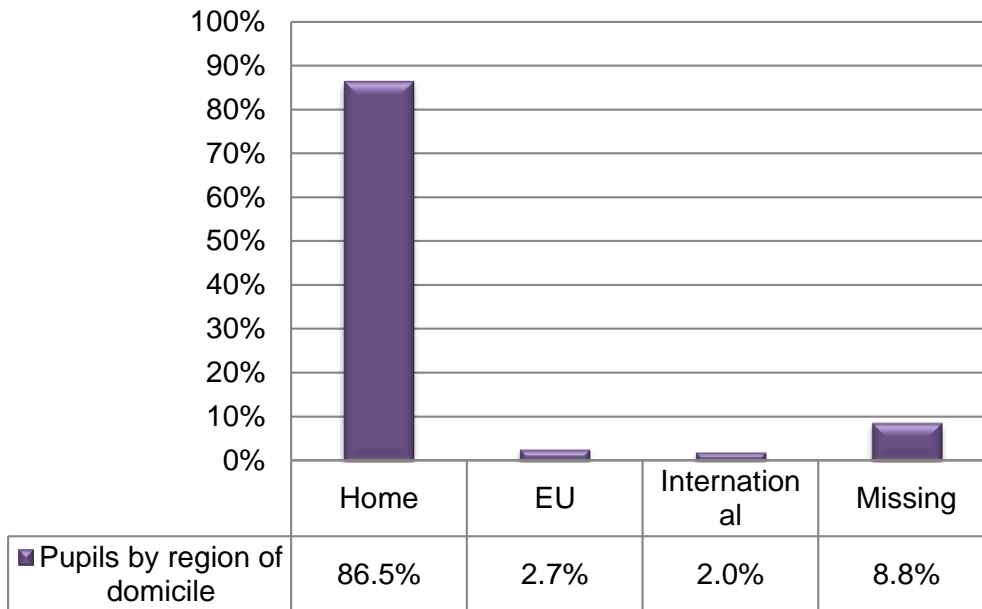
Figure 32: BPTC year



27. Pupils by region of domicile

27.1. The majority of pupils were categorised as Home students (86.5%) and domiciled in the UK; 2.7% were from the EU and 2% were International students.

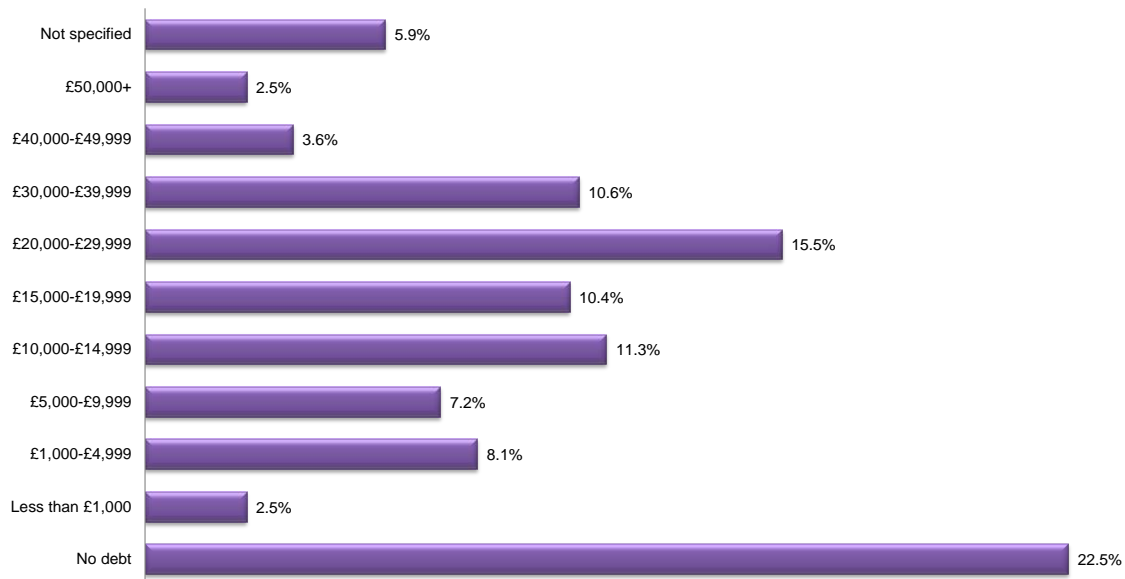
Figure 33: Pupils by region of domicile



28. Level of debt amongst pupils

28.1. Figure 34 shows the level of debt amongst pupils. The largest category represents pupils with no debt, 22.5% (100). A large proportion of pupils, 15.5% (69) stated that they had between £20,000 and £29,999 of debts. 2.5% (12) pupils had at least £50,000 worth of debts. 53.8% (239) of pupils had debts of over £10,000.

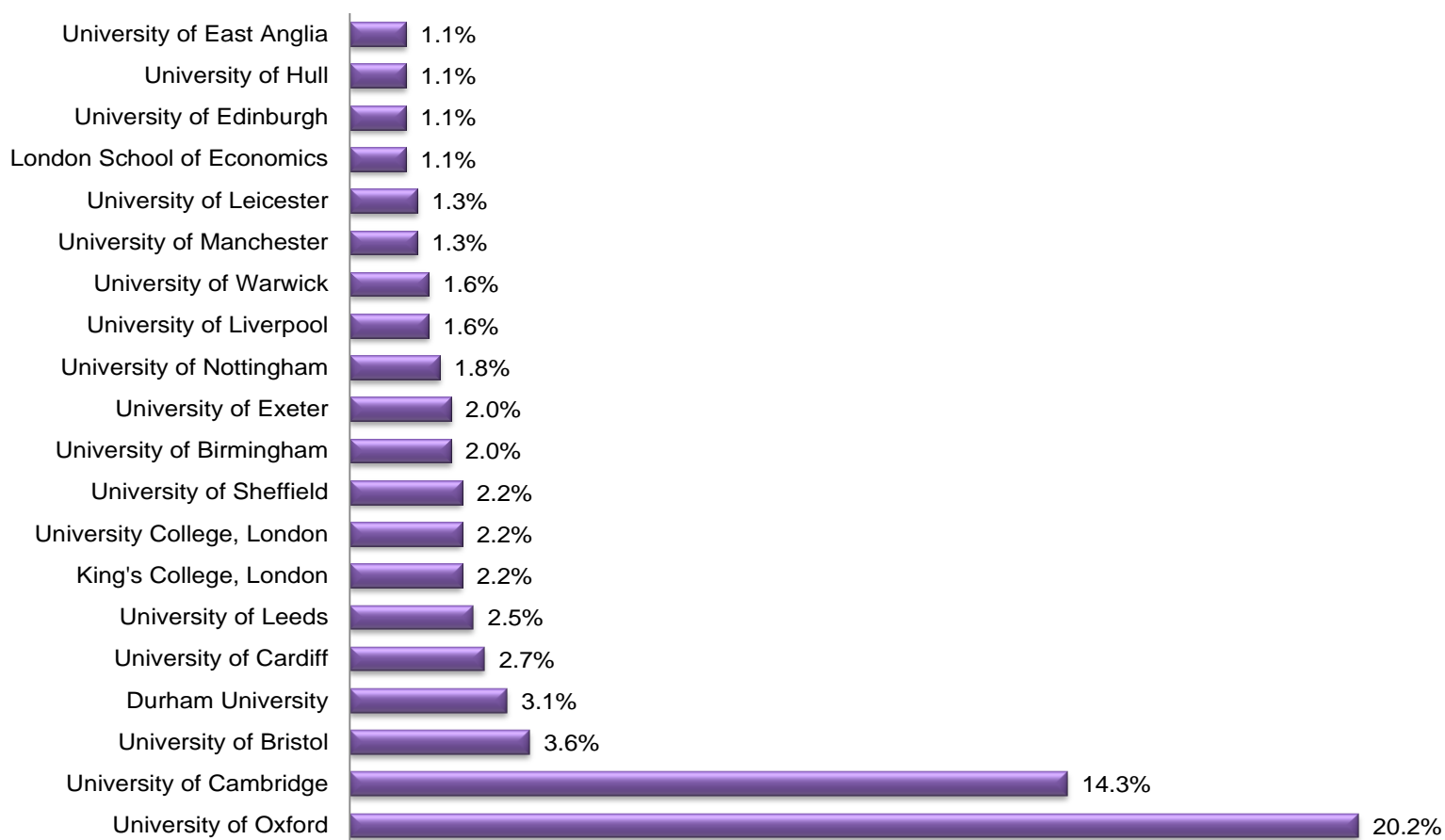
Figure 34: Level of debt amongst pupils



29. Most frequently attended universities

29.1. Figure 35 shows the 20 most frequently attended universities by pupils when reading for their first degree. Most pupils had attended the University of Oxford, 20.2% (90). This proportion has risen from 2009/10 when there were 13.5% (62). The University of Cambridge was second with 14.3% (64) of pupils having attended as undergraduates, rising from 10.2% (47).

Figure 35: Most frequently attended universities



30. Type of university attended

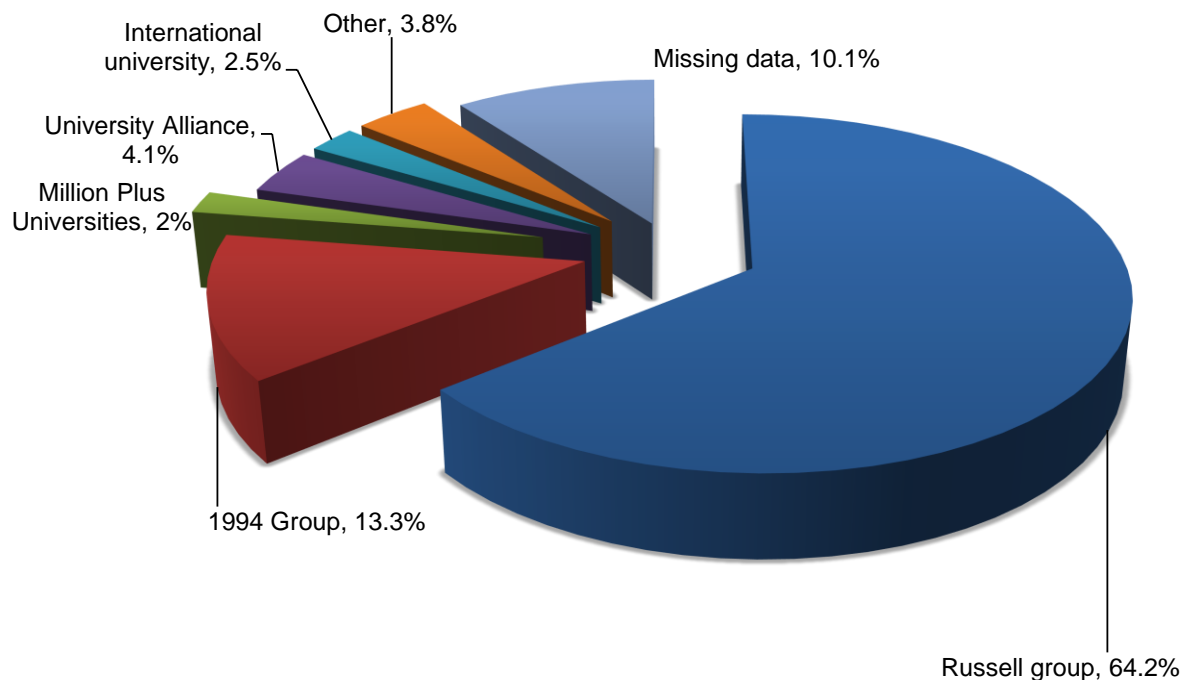
30.1. Over the last five years the range of universities attended by pupils as undergraduates has been in excess of 130 different learning institutions. 50.9% of pupils in 2010/11 attended Russell Group universities. Pupils who attended either the University of Oxford or Cambridge comprised 34.5%. This proportion was reflected in those barristers authorised to practise in 2011 at the self-employed Bar where almost one third had attended Oxbridge.⁸

30.2. Figure 36 shows the universities pupils attended to read their first degree categorised by university group. In the United Kingdom there are four main groups to which universities belong (in no particular order):

- 1994 Group
- Million Plus Universities
- Russell Group
- University Alliance

30.3. All are committed to maintaining high standards of research, teaching and providing students with good support and learning experiences. The members of the four university groups are listed in Annex Two.

Figure 36: Type of university attended



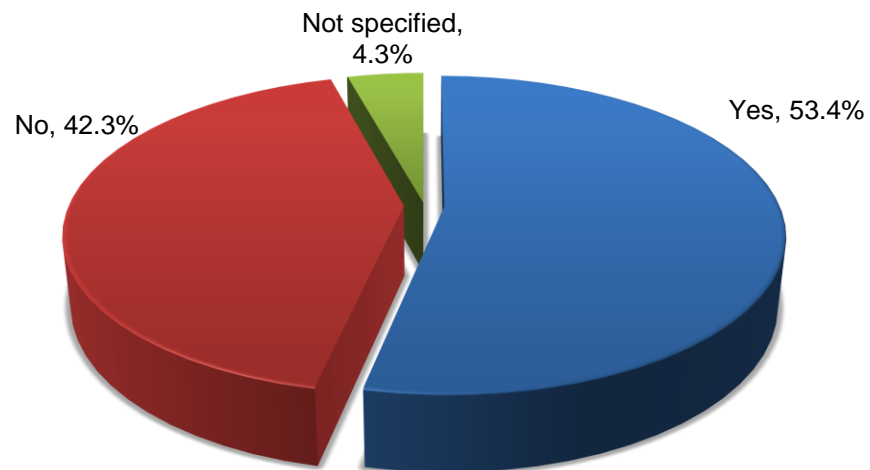
⁸ Pike, G. And Robinson, D., *Barristers' Working Lives, A Biennial Survey of the Bar 2011*, London: Bar Council, (2012), p. 2.

31. Pupils with a law degree

31.1. A law degree from a qualifying institution (known as a Qualifying Law Degree, QLD) is not a prerequisite for becoming a pupil.

31.2. If a law degree is not held then a degree in another subject must be held and must be supplemented by the Common Professional Examination (CPE) or an approved Graduate Diploma in Law (GDL) course, (commonly referred to as a law conversion course). Figure 37 shows that over half of pupils, 53.4% (237) read law, 42.3% (188) did not.

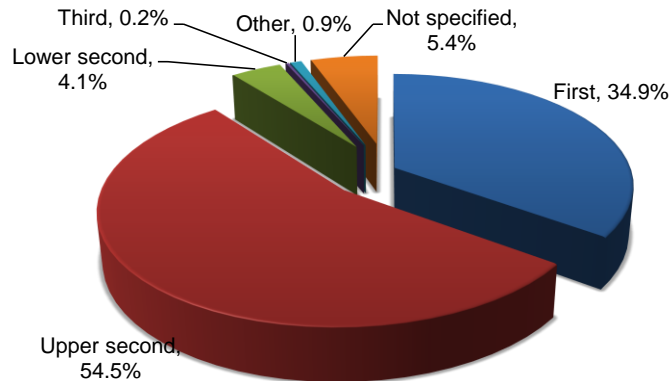
Figure 37: Pupils with a law degree



32. Pupils' degree classifications

32.1. Figure 38 shows the breakdown of pupils' degree classifications. The largest proportion was an upper second degree classification (2i) with 54.5% (242) pupils achieving this. The smallest proportion was 0.2% (1) where one pupil graduated with a third class degree. In 2010/11 there was an 11.4% increase in pupils who held a first class degree compared with 2009/10.

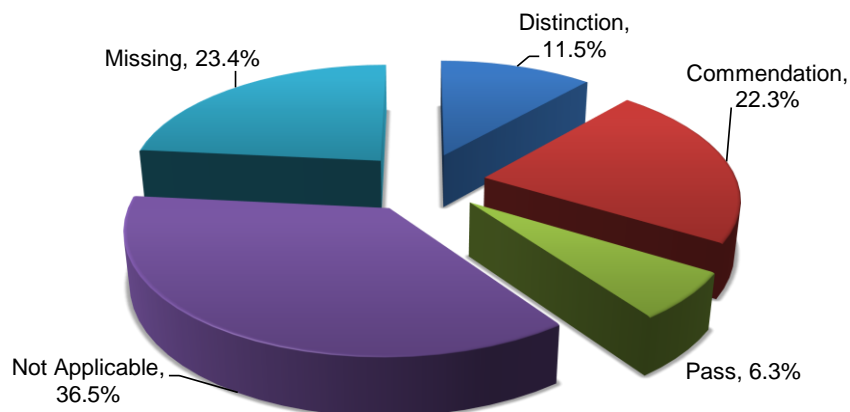
Figure 38: Pupils' degree classifications



33. Pupils law conversion course grades

33.1. Figure 39 shows the grades achieved by pupils who do not hold a law degree as their first degree, choosing to complete a law conversion course to gain admission to the BPTC. Of those 42% of pupils who took the CPE/GDL, 11.5% passed with Distinction; 22.3% passed with Commendation and 6.3% achieved a Pass.

Figure 39 Pupils law conversion course grades



34. Further analysis of pupils practice area

34.1. This section considers pupils practice areas in conjunction with demographic characteristics and educational attainment. The practice areas of employment, 'general common law' and 'other' were merged to form 'civil' and chancery and commercial were merged to form 'chancery/commercial', this was to ensure there were a sufficient number of pupils in each group to allow for statistical analysis.

34.2. This section discusses the composition of these practice areas on the basis of educational characteristics and gender. These characteristics are discussed because there was a statistical relationship between each of them and practice area. This report does not discuss characteristics where there was no relationship between them. For instance there was little or no variation in the proportions of BME pupils in different practice areas and thus ethnicity is not discussed.

34.3. This section discusses the following areas

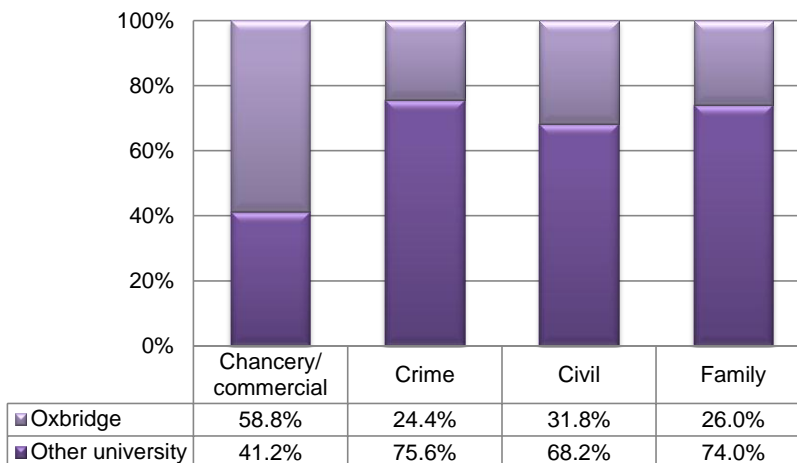
- university attended;
- BPTC result;
- whether they had done a mini pupillage;
- degree result;
- BPTC year;
- whether they had gained pupillage prior to doing the BPTC; and
- gender

34.4. Throughout this report missing data is presented in order to avoid misinterpretation of monitoring data. However, in this section missing data is excluded from the analysis as it would not be appropriate to include missing data in bivariate analysis.

Practice area: university attended

34.5. Overall 35% (151) pupils attended an Oxbridge university. However there was a large differentiation between the proportions of Oxbridge pupils in different practice areas, as is shown on Figure 40 below. Pupils who attended Oxbridge formed the majority, 58.8% (57), of pupils in chancery/ commercial practice. Criminal practice pupils had the smallest proportion of Oxbridge graduates, in this area they accounted for 24.4% (31) of pupils. Oxbridge graduates accounted for 31.8% (50) of pupils in civil practice and 26% (13) in family practice.

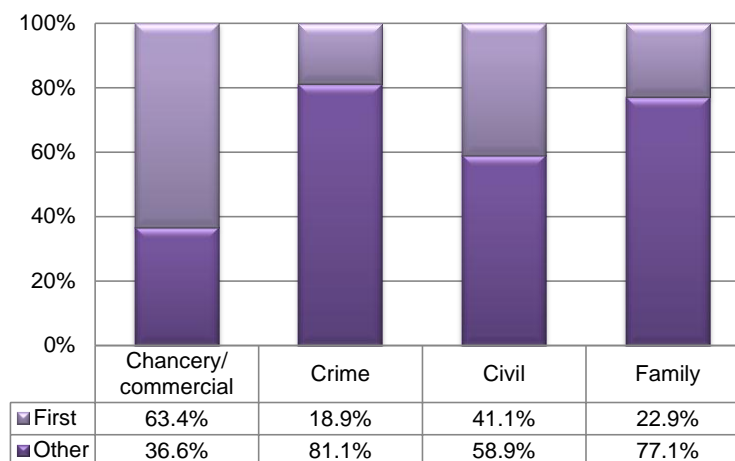
Figure 40 Practice areas by university attended



Practice area: degree result

34.6. Overall, 37.4% (153) of pupils gained a first class honours degree. However, there was wide variation in the dispersal of those who achieved a first class honours between practice areas. This is shown on Figure 41 below. The majority, 63.4% (59), of chancery/commercial pupils gained a first class honours degree, in comparison to this only 18.9% (23) of criminal pupils did so. Amongst pupils in civil practice and in family practice, 41.1% (60) and 22.9% (11) gained a first class honours respectively.

Figure 41 Practice areas by degree result

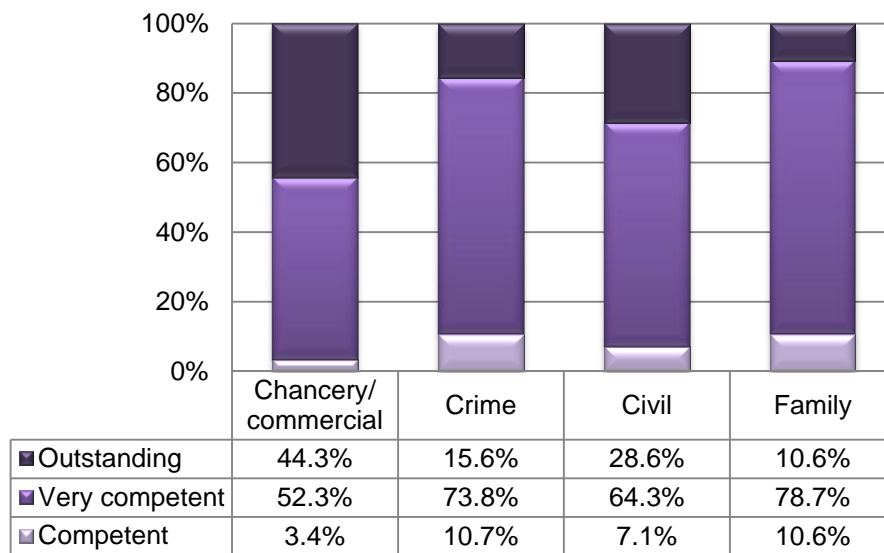


Practice area: BPTC result

34.7. Overall amongst pupils, 25.9% (103) obtained an Outstanding in their BPTC, the majority gained a Very Competent and a minority of 7.8% (31) were awarded a Competent. There were a high proportion of pupils awarded an Outstanding in chancery/commercial practice; 44.3% (39).

34.8. In comparison to this, pupils in family practice had the lowest proportion awarded an Outstanding. Pupils with an Outstanding accounted for 15.6% (19) of pupils in criminal practice 29% (40) in civil practise. In each practice area, the most common BPTC result was a Very Competent. Small proportions of pupils in each area gained a Competent, varying between 3.4% (3) for chancery/commercial practice pupils and 10.7% (13) for criminal practice pupils. This is shown on Figure 42 below.

Figure 42 Practice areas by BPTC result



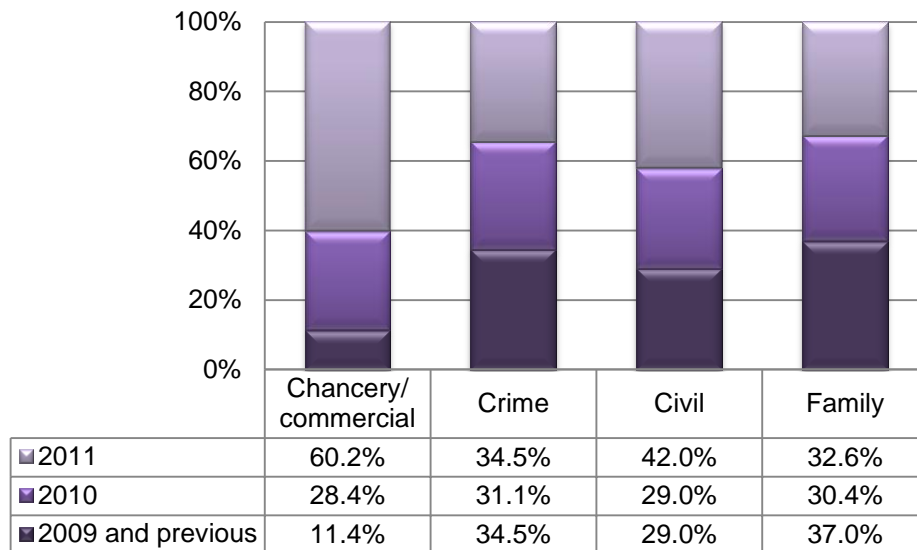
Practice area: BPTC year

34.9. BPTC graduates can apply for pupillage for up to five years after completing their BPTC.

The most common year of BPTC completion for pupils was 2011, 43% (167) of pupils graduated in this year. The majority, 60.2% (53), of chancery/commercial pupils completed the BPTC in 2011. Pupils who completed the BPTC in 2011 accounted for 34.5% (41) of criminal practice pupils, 42% (58) of civil practice pupils and 32.6% (15) of family practice pupils.

34.10. Approximately a third of pupils in each practice area completed the BPTC in 2010. Additionally, approximately a third of pupils overall graduated in 2009 and years previous to this, however the distribution of these pupils varied between each practice area. They accounted for only 11.4% (10) of chancery/commercial practice pupils in comparison to 34.5% (41) of criminal practice pupils, 29% (40) of civil practice pupils and 37% (17) of family practice pupils. This is shown on Figure 43 below.

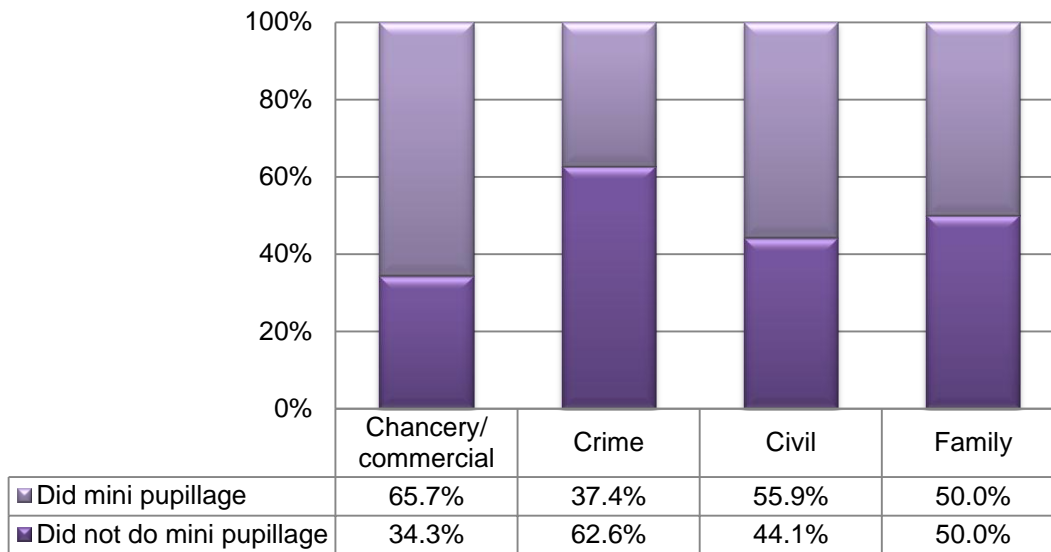
Figure 43 Practice area by year of BPTC



35. Practice area: mini pupillage

35.1. Approximately half of all pupils did a mini pupillage or work experience (only 17% (28) of these were assessed). The majority, 65.7% (46), of pupils in chancery/commercial practice did a mini pupillage, a large proportion, 55.9% (62), of pupils in civil practice and 50% (17) of those in a family practice. Mini pupillages were least common amongst criminal practice pupils; 37.4% (37) of criminal practice pupils did a mini pupillage. This is shown on Figure 44 below.

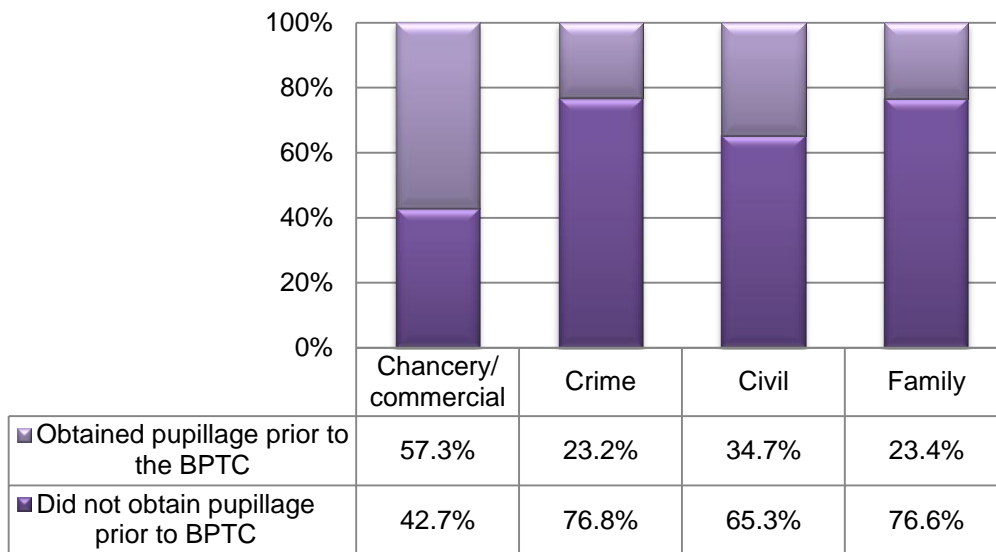
Figure 44 Practice areas by completion of mini pupillage



Practice area: obtaining pupillage prior to the BPTC

35.2. In some cases, pupils secure their pupillage prior to completing their BPTC. There were 141 (35%) pupils who obtained a pupillage prior to their BPTC. Pupils in chancery/commercial practice contained the largest proportion of those who obtained pupillage prior to the BPTC with 57.3% (51) of them having done so. In comparison 34.7% (50) of those in civil practice, 23.2% (29) of those in criminal practice and 23.2% (11) of those family practice gained pupillage prior to the BPTC. This is shown on Figure 45 below.

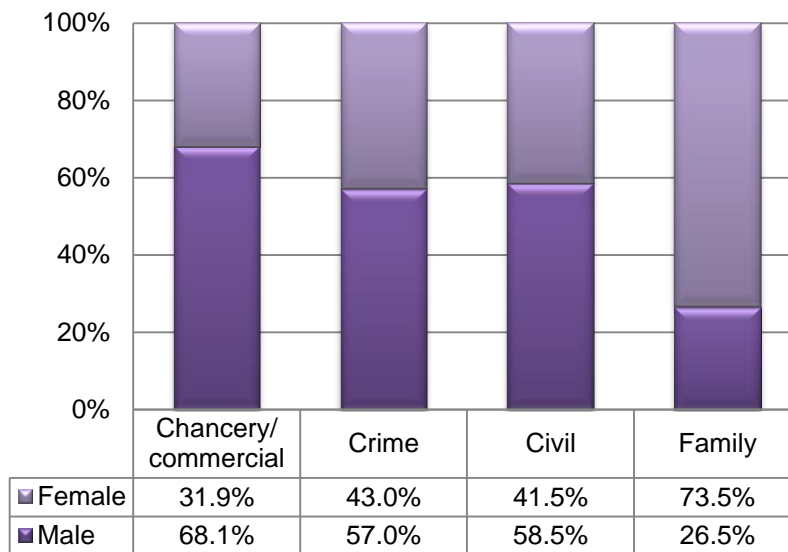
Figure 45 Practice areas by when pupillage was secured



36. Practice area: gender

- 36.1. Gender was the only protected characteristic which was related to practice area. Females accounted for a total of 44.1% (179) of pupils overall. However females accounted for significantly less pupils in chancery/commercial practice and significantly more in family practice.
- 36.2. Females accounted for 31.9% (30) of pupils in chancery/commercial practice and 73.5% (36) of pupils in family practice. In comparison the gender split in criminal and civil practices relatively reflected the gender composition of pupils overall. Females accounted for 43% (52) of pupils in criminal practice and 41.5% (61) of pupils in civil practice. This is shown on Figure 46 below.

Figure 46 Practice areas by gender



37. Earnings in pupillage

37.1. This section considers variance in earnings among pupils on the basis of;

- practice area (civil or crime and family);
- university attended (Oxbridge or other);
- degree result (first or other);
- gender (male or female); and
- ethnicity (white or BME).

37.2. Data on this was extracted from the **2009/10 pupillage supplementary survey** and the **2010/11 pupillage supplementary survey**. These datasets were merged in order to create a more robust population size of pupils upon which to conduct this analysis.

37.3. In the *2009/10 Pupillage Supplementary Survey*, 164 (36%) pupils provided details of their award size and earnings and in the *2010/11 Pupillage Supplementary Survey* 167 (38%) of pupils provided these details. When combined, this was 331 pupils over the two year period, 37% of the pupil population in question. Due to the low proportion of pupils providing details of their award size and earnings, the two datasets were merged in order to allow for sufficient numbers of pupils to compare earnings for these characteristics. When earnings are referred to in this section, it refers to a combination of 'pupillage award' and second six earnings. These were combined in order to consider income over a 12 month period. Prior to combining these, award and earnings were considered individually and the same pattern of disparities was found as is seen in overall earnings. The confidence intervals for inferring results from this analysis to the rest of the pupillage population are between 2% and 5%. Overall, average earnings for pupils were £23,966 with a median of £20,000. Earnings for all pupils ranged from £5,000 to £82,500.

37.4. This section uses statistical tests (*independent sample T-tests*) to test for statistically significant differences in earnings (the dependent variable) due to independent variables such as gender or university attended. When statistically significant differences are found, it means that the difference in earnings was not due to chance but is the result of the impact of the independent variable such as university attended. A further test called *Eta squared* was used after significant differences were found; this test does not show statistically significant differences but shows how significant these differences are. It estimates the proportion of the variance in the dependent variable accounted for the independent variable. It shows the strength of the relationship or the magnitude of the difference.

37.5. A further test called *Multiple Regression* was used; this uses a number of independent (also known as predictor) variables to predict a single dependent (or outcome) variable. In this case, the independent variables were practice area, university attended and degree result and the dependent variable was earnings. The model that this builds can predict a proportion of variance the independent variables have on the outcome variable. This means that the proportion of difference in earnings can be attributed to the independent variables.

Earnings by practice area

- 37.6. There were 165 pupils working in civil practice. On average they earned £28,289 with a median of £27,500. Earnings for civil pupils ranged from £5,000 to £60,000.
- 37.7. In comparison to this pupils in criminal and family practice (n=138) earned an average of £19,209 with median earnings of £18,000. Their earnings ranged from £10,000 to £80,000, but most were clustered around £20,000, there were very few in this area earning more than £40,000.
- 37.8. Statistical testing found that the difference in practice areas was significant [$t(294.49) = -6.819, p < .001$] and that practice area had a large effect on earnings (explaining 13% of variance in earnings).

Earnings by university attended

- 37.9. Pupils who attended Oxbridge university (n=88) earned an average of £29,678 with a median of £29,000. Their earnings ranged from £10,000 to £60,000. In comparison to this, pupils who did not attend Oxbridge (n=215) had mean earnings of £21,892 with a median of £20,000. Their earnings ranged from £5,000 to £82,500 but most were clustered around £20,000.
- 37.10. Statistical testing found that those who attended Oxbridge earned significantly more than those who did not [$t(154.765) = -5.186, p < .001$] and that university attended had a large effect on earnings (explaining 15% of variance in earnings).

Earnings by degree classification

- 37.11. Pupils who obtained a first class honours degree (n=88) earned an average of £28,723 and a median of £25,500. Their earnings ranged from £10,000 to £60,000 and were clustered between £20,000 and £40,000. Pupils who did not obtain a first class honours degree (n=215) earned an average of £22,283 with median earnings of £20,000. Earnings clustered around £20,000 and ranged from £5,000 to £82,500.
- 37.12. Statistical testing found the relationship to be significant [$t(327) = -4.307, p < .001$], the effect of degree classification on earnings was moderate (accounting for 5% of variance in earnings).

Earnings by gender

- 37.13. Male pupils (n=176) earned an average of £24,926 and median of £22,000. Their earnings ranged from £7,500 to £82,500 clustering around £20,000. In comparison earnings for female pupils (n=155) averaged at £22,875 with a median of £20,000. Their earnings ranged from £5,000 to £60,000 clustering mainly below £20,000.
- 37.14. Statistical testing did not find significant differences in earnings on the basis of gender.

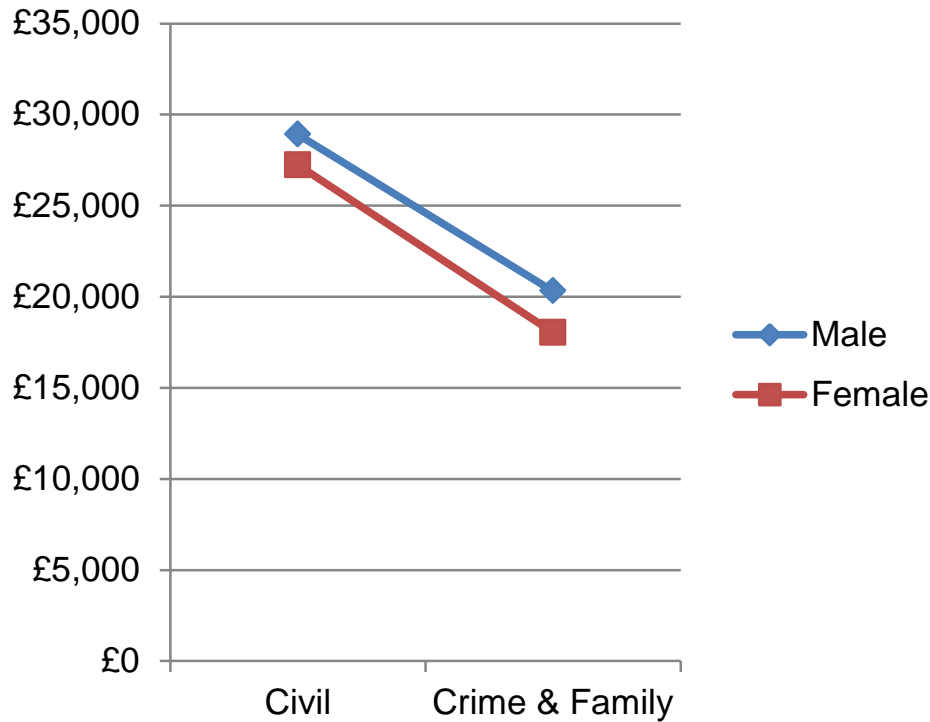
Earnings by ethnicity

- 37.15. White pupils (n=266) earned an average of £24,239 and a median of £21,000. Their earnings ranged from £5,000 to £82,500 and were clustered around £20,000. In comparison, BME pupils (n=37) earned an average of £23,540 and a median of £20,500. Their earnings ranged from £10,000 to £55,000 and clustered around £10,000.
- 37.16. Statistical testing did not find significant differences.
- 37.17. Although the differences in earnings on the basis of gender and ethnicity were not significant, when considering differences in earnings between males and females and between white and BME pupils; the overrepresentation of men in areas such as chancery, women in family and BME pupils in crime is often used to explain the differentiation in earnings.
- 37.18. This theory is explored using the pupillage data and the graphs that follow show earnings for males and females in civil practice and in 'crime and family'. Crime and family were grouped together due to their similarity in earnings and reliance on publically funded work.

Earnings: gender and practice area

- 37.19. Male pupils working in civil practice (n=92) earned an average of £28,907.73 in comparison to female pupils working in civil practice (n=77) who earned an average of £27,240.18. The median income for male pupils was £30,000 in comparison to £25,000 for female pupils. Both male and female pupils had a similar range of earnings. This difference was not great enough to be statistically significant, however it is present in the two years of data and the differentiation in mean earnings was more pronounced in 'crime and family'.
- 37.20. Male pupils working in crime and family (n=73) earned an average of £20,310.96 and female pupils working in this area (n=71) earned an average of £18,045.07. The median for male pupils was £20,000 and £18,000 for female pupils. The range of earnings was broader for male pupils with higher reported earnings than that of female pupils. In both cases, earnings tended to cluster around the lower end of the scale, however that was more pronounced for female pupils and male pupils additionally had some high earning outliers. This is shown on Figure 47 overleaf.

Figure 47: Earnings by gender and practice area



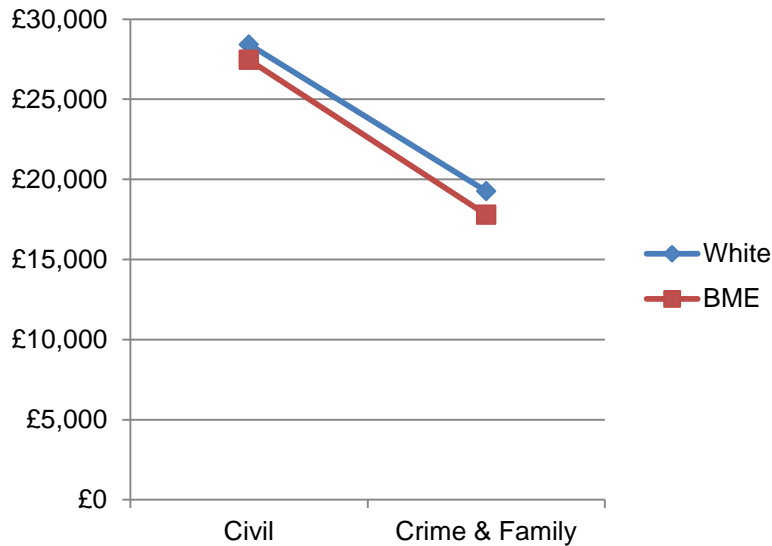
Earnings: ethnicity and practice area

In civil practice, white pupils (n=143) earned an average of £28,417.44 in comparison to £27,455.09 for BME pupils (n=22). The median was £28,000 for white pupils and was £25,750 for BME pupils. White pupils also had a broader range of earnings than BME pupils at both the lower and upper ends of scale. Earnings for BME pupils in civil practice were clustered towards the lower end of the scale, while earnings for white pupils in civil practice had a more normal distribution with earnings clustering around the median.

37.21. This trend was again more pronounced in 'crime and family', the average income for white pupils (n=125) was £19,263.20 and their median income was £18,000. In comparison to this, the average income for BME pupils in crime and family (n=15) was £17,800.00 with a median income of £14,000.

37.22. The reason for the lower than average median income for BME pupils in this area was due to their incomes clustering around £10,000. White pupils in this area had a broader distribution with some very high earning outliers and their income tended to cluster around £20,000. This is shown on Figure 48 below.

Figure 48: Earnings by ethnicity and practice area



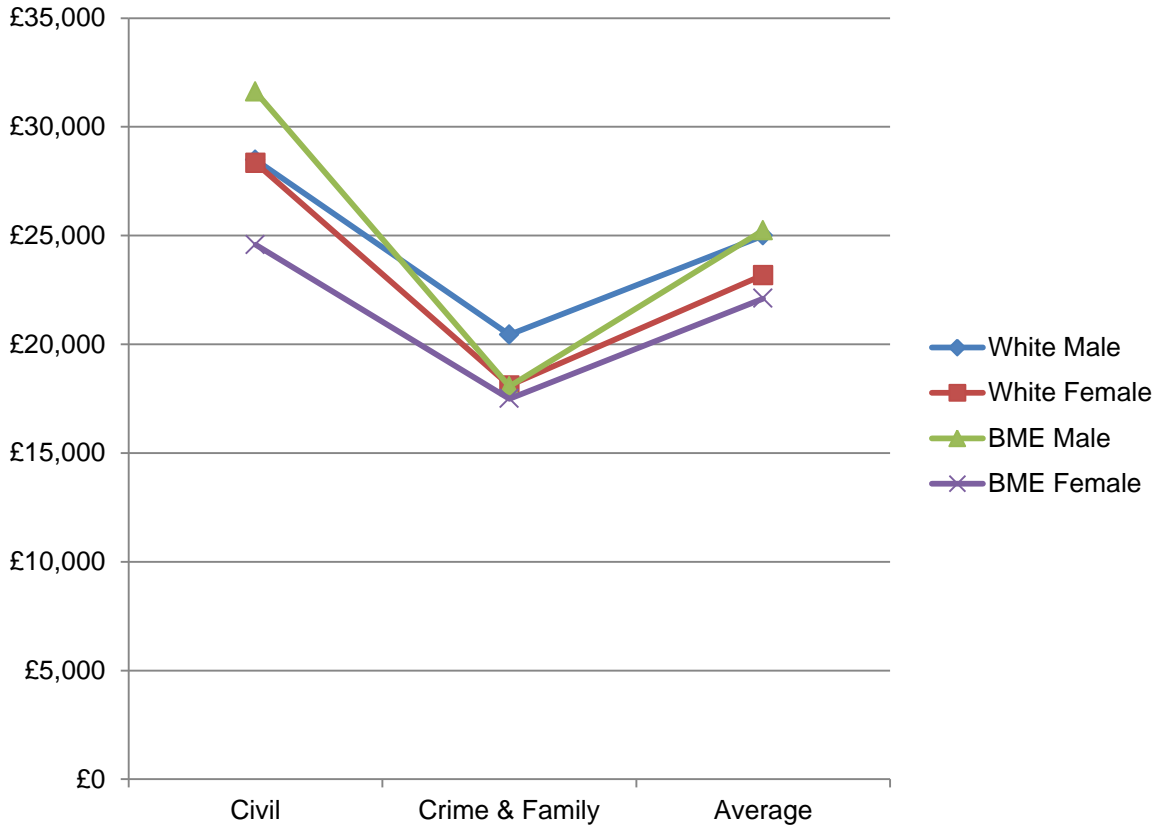
Earnings: ethnicity, gender and practice area

It should be taken into account when considering the data below that the numbers within some sub group are quite small.

37.23. In civil practice, male BME pupils (n=9) had the highest average earnings at £31,612, in comparison to £28,475 among male white pupils (n=81), £28,342 among female white pupils (n=62) and £24,577 among female BME pupils (n=13). In crime and family, male white pupils (n=62) were the highest earners with an average of £20,439, female white pupils (n=63) and BME male pupils (n=8) both earned approximately £18,000 on average and female BME pupils (n=7) earned an average of £17,500. Average earnings for each group by practice area are shown on Figure 49 overleaf.

37.24. In all cases the average earnings were close to the median except for BME females in crime and family where the median was £14,000. BME females also had a much lower range of earnings than the other groups. On average in all practice areas, white males (n=143) and BME males (n=17) earned an average of approximately £25,000. White females (n=125) earned an average of £23,183 and BME females (n=20) earned an average of £22,100.

Figure 49: Gender, ethnicity and practice area



38. Multivariate analysis

38.1. The results of a standard Multiple Regression indicated that a model based on university attended, practice area and degree result could predict 23% (22% adjusted) of the variance in earnings in pupillage which was significantly greater than zero. [$f(3, 307)=30.320$, $p<.001$]. Figure 50 below shows independent variables made a moderate contribution to the explained variance with practice area having the strongest impact followed by university attended; degree result had the lowest impact.

Figure 50: Multivariate analysis

	B	β	R=.478*
Practice area	7,422.034*	.291	R ² =.229
University attended	7,402.267*	.265	Adjusted R ² =.221
Degree result	6,241.542	.223	
Intercept = 16,080.372			* $p<.001$

39. Annex one: pupils' parent/guardians' occupations

Below is a list of the occupations of parents/guardians of pupils. The occupations listed are listed as disclosed in the survey.

A

Academic
 Account Director
 Accountant
 Actuary
 Admin/Sales Assistant
 Advice Worker
 Air Traffic Control Specialist
 Ambassador
 Analyst
 Antique Dealer
 Architect
 Army Officer
 Artist
 Assistant Company Secretary
 Associate Director
 Author
 Average Adjuster

B

Bank Manager
 Barrister
 Branch Manager
 Builder

Builder/Carpenter/
 Property Developer
 Bursar
 Business Man
 Business Manager

C

Cancer Nurse Specialist
 Cardiologist
 Care Assistant
 Cashier
 Catering Manager
 CEO
 Chief Scientific Officer
 Child Minder
 Child Protection Officer
 China Consultant
 Chiropractor
 Civil Servant
 Classroom Assistant
 Cleaner
 Cleaner/Cook
 Clerical Officer
 Clerical Worker
 Company Director

Company Manager
 Company Regional Rep
 Computer Consultant
 Consultant
 Consultant Physician
 Contracts Manager
 Coroner
 Corporate Finance Associate
 Countryside Warden
 CPS Prosecutor
D
 Dental Surgeon
 Deputy Head Teacher
 Diplomat
 Director
 Director of Regulatory Affairs
 Director of Studies
 Doctor (General Practitioner)
E
 Educational Technologist
 Employment Adviser
 Engineer
 Executive Chairman
 Extended Schools Manager

F

Facilities Manager
 Factory Worker
 Farmer
 Fashion Consultant
 Finance Director
 Financial Controller
 Fireman
 Foster Parent

G

Global Head of Procurement
 Global Medical Leader

H

Head Teacher
 Hedge Fund Analyst
 Hotelier
 HR Manager
 HSE Director

I

Indirect Tax Manager
 Interior Designer
 Investment Banker
 IT Consultant
 IT Manager

J

Journalist
 Judge

L

Labourer
 Landlord
 Lawyer
 Lecturer

Logistics Officer

M

Management Consultant
 Manager
 Manager Air Force
 Managing Director
 Manufacturer's Agent
 Market Research Consultant

Marketing Analyst

Mechanical Engineer

Meteorologist

MP

N

Network Manager
 Neurologist
 Non-Executive Director
 Nurse
 Nurse Advisor

O

Office Manager

P

Painter/Decorator
 Partner

Personal Assistant

Personnel Manager

Pharmacist

Photographer

Physician

Pilot

Planning Officer

Plumber

Police Inspector

Police Officer

Policy Advisor

Porter (at university)

Post-doctoral Fellow

Priest

Probation Officer

Producer/Director

Professor

Property Developer

Proprietor

Prototype Welder

Publican

Publisher

Purchasing Manager

R

Radio Presenter

Radiologist

RAF Officer

Research Assistant

Research Scientist
Responsible Investment
Manager
Retired
Retired Lecturer
Retired Social Worker
Royal Marines Officer
Royal Military Policewoman
Royal Naval Officer

S

Sales Coach
Sales Director
Sales Manager
School Principal
Scientific Advisor
Seamstress
Secretary
Security Consultant
Self-Employed
Self Employed Investor

Self-employed Trainer
Senior Advisor
Senior Care Manager
Senior Consultant
Senior Feasibility Manager
Senior Lecturer
Senior Manager
Senior Planner
Senior Policy Advisor
Senior Research Fellow
Senior Vice President
Series Producer
Service Manager
Showroom Design Manager
Site Manager
Small Business Owner
Social Worker
Solicitor
Supervisor
Support Worker

Surgeon
Surveyor
Systems Architect

T

Tea Broker
Teacher
Temporary Worker
Town Planner
Trade Mark Attorney
Transport Manager
Turnaround Professional
TV Producer

U

Underwriter
University Lecturer

V

Valuer

40. Annex two: university groupings

1994 Group

University of Bath	Lancaster University
Birkbeck, University of London	University of Leicester
Durham University	Loughborough University
University of East Anglia	Queen Mary, University of London
University of Essex	University of Reading
University of Exeter	University of St Andrews
Goldsmiths, University of London	School of Oriental and African Studies
Institute of Education, University of London	University of Surrey
Royal Holloway, University of London	University of Sussex
	University of York

Million Plus Universities

University of Abertay & Dundee	Anglia Ruskin University
Birmingham City University	Bath Spa University
UCLAN	Bucks New University
Edinburgh Napier University	University of Derby
Kingston University London	University of Gloucestershire
University of Northampton	London Metropolitan University
University of West London	University of Sunderland
University of the West of Scotland	University of Wolverhampton
Staffordshire University	Middlesex University
Leeds Metropolitan University	University of East London
University of Greenwich	Canterbury Christ Church University
University of Cumbria	University of Bedfordshire
University of Bolton	

The Russell Group

University of Birmingham
University of Bristol
University of Cambridge
Cardiff University
University of Edinburgh
University of Glasgow
Imperial College London
King's College London
University of Leeds
University of Liverpool

University College London
University of Warwick
University of Manchester
Newcastle University
University of Nottingham
University of Oxford
Queen's University Belfast
University of Sheffield
University of Southampton
London School of Economics &
Political Science

University Alliance

Bournemouth University
University of Bradford
Cardiff Metropolitan University
De Montfort University
University of Glamorgan
Glasgow Caledonian University
University of Hertfordshire
University of Huddersfield
Kingston University
University of Lincoln
Liverpool John Moores University
Manchester Metropolitan University

University of Wales, Newport
Northumbria University
Nottingham Trent University
Open University
Oxford Brookes University
Plymouth University
University of Portsmouth
University of Salford
Sheffield Hallam University
Teesside University
University of the West of England