

Diversity of Bar Standards Board (BSB) Staff and Board Members.

Background

1. Publishing an aggregated summary of the diversity data of our staff annually, alongside a written summary of the diversity of our Board, forms part of our [Equality and Diversity Strategy for 2020 to 2022](#).
2. This is consistent with and intended to demonstrate our commitment to:
 - a. Our legal obligations under the Equality Act 2010;
 - b. Our regulatory objective to encourage an independent, strong, diverse and effective legal profession, under the Legal Services Act 2007;
 - c. Ensure meaningful compliance with our equality duties in every aspect of our work, demonstrate best equalities and anti-discrimination practice, and embed equality and fairness into the day-to-day running of our organisation; and
 - d. Use diversity data to inform strategies to recruit a diverse Board and workforce.

The data

3. The data in this report were captured on 1 December 2020, which is the same capture date as the data used for the Diversity at the Bar Report 2020.
4. The data we collect from our staff and Board members cover all of the characteristics that are protected by the Equality Act 2010, except for pregnancy and maternity, and marriage and civil partnership, in addition to information about caring responsibilities and social mobility. These are the same data that we collect about the barrister profession.

Sensitive personal data

5. The Data Protection Act 2018 categorises data about ethnicity, sexual orientation, religion or belief, and disability as “sensitive personal data”. This report only gives raw data or percentages for these characteristics if doing so would not risk identifying individuals.
6. In the case of staff data, we have grouped some of the response categories for these characteristics, where appropriate. In the case of Board data, we have specified which response categories are the most populated for these characteristics, where appropriate.

7. This enables us to give information about the diversity of our organisation in respect of a characteristic which counts as sensitive personal data, without risking the identification of individuals in a particular response category.

Staff data

8. We collect diversity data from staff by issuing an anonymous and voluntary diversity survey at least every three years, and by encouraging staff to update their details whenever their circumstances change. As of 1 December 2020, there were 83 members of staff at the BSB¹, which is an increase from the 68 members of staff reported in December 2019.
9. Data about the diversity of our staff have been aggregated to avoid the identification of individuals who have declared a particular characteristic. This is in line with the requirements we set for the publication of diversity data by the barrister profession, at rC110 of our Handbook.
10. In demonstration of our commitment to be a diverse and inclusive employer, we have included a commentary about the diversity of our staff in relation to particular characteristics. Where reference is made to national comparators, including “working age” or “economically active” comparators, we note that it may not always be realistic to expect a small organisation like ours to match those national data precisely.
11. The section of this report on the BSB workforce includes some disaggregation by job level, broadly grouping staff into job levels 1-4 and 5-7. In addition, our HR Department, which we share with the Bar Council, produces an annual internal report about diversity at different levels of seniority in our organisation. The publication of these reports at the level of disaggregation undertaken would risk identifying individuals. Our analysis of this information influences our approach to issues of recruitment, progression and retention at the BSB, as part of our commitment to diversity and inclusion at all levels.

Board data

12. We collect and analyse diversity data from members of our Board at least annually, to help us to identify strategies for recruiting a diverse Board. At the time of collecting data for this report, our Board had 12 members, which is down from the 14 members of the Board present as of 1 December 2019.
13. We have given a written summary about the diversity of our Board instead of a detailed statistical report, and have not included a commentary about whether our Board is representative of wider society, because numbers are very small.

¹ This does not include members of our Resources Group, which we share with the Bar Council.

Diversity of Board Members as of 1 December 2020.

As of 1 December 2020, there were 12 members of our Board.

Gender. All members of our Board specified their gender. As of 1 December 2020, seven members were female, and five members were male. No board members indicated that they were a different gender to the sex that they were registered as at birth.

Ethnicity: All members of our Board specified their ethnicity. As of 1 December 2020, 10 members were from a White background. The remaining members were from another ethnic group. We have not reported raw data for the remaining response categories for this characteristic because doing so would risk identifying individuals' ethnicity, which is sensitive personal data.

Disability: 8 members of our Board responded to this question. The most frequently given response was "no disability". We have not reported the raw data for this characteristic because doing so would risk identifying individuals' disability status, which is sensitive personal data.

Age: All members of our Board specified their age group. As of 1 December 2020, four members were in the "45-54" age range. Three members were in the "55 to 64" and the "65 and over" age ranges, and the remaining two members were aged 35-44.

Religion or Belief: Eight members of our Board responded to this question. Of those members, the most populous category was "no religion or belief", with "Christianity (all denominations)" being the second most represented group. We have not reported the raw data for this question because doing so would risk identifying individuals' religion or belief status, which is sensitive personal data.

Sexual orientation: Nine members of our Board responded to this question, with all respondents giving their sexual orientation as heterosexual.

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

Type of School attended: Nine Board members gave a response to this question. Seven of those members mainly attended a UK state school between the ages of 11 and 18.

Primary care of a child/children aged under 18: Nine Board members gave a response to this question. Six of those members stated that they were not a primary carer for one or more children aged under 18 and three members stated that they were.

Provision of care for a non-dependent: Nine Board members gave a response to this question. Seven of those members said that they do not provide care for a non-dependent person and the other two members specified that they provide care for another person for between 1 to 19 hours per week.

Diversity of BSB Staff as of 1 December 2020

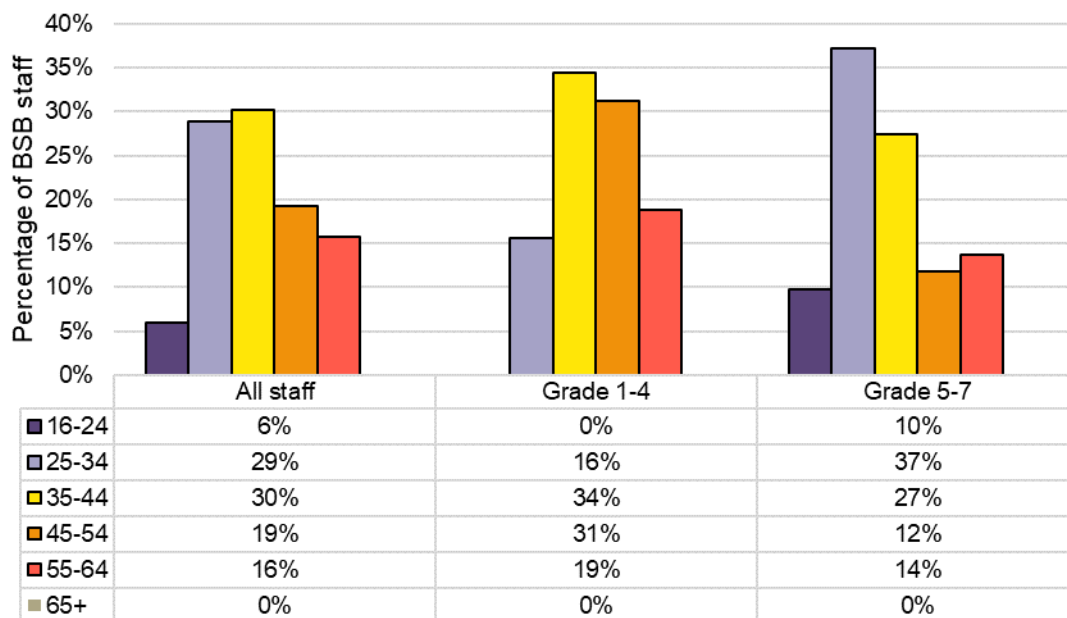
As of 1 December 2020, the BSB had 83 members in its workforce.² 32 had a role at job levels 1-4, and 51 had a role at job levels 5-7. Level 1 is the most senior.

Age

As of 1 December 2020:

- Six per cent of our workforce was aged 16 to 24. This compares to a figure of four per cent on 1 December 2019.
- 29 per cent of our workforce was aged 25 to 34. This compares to a figure of 34 per cent on 1 December 2019.
- 30 per cent of our workforce was aged 35 to 44, which is an increase of four percentage points year on year.
- 19 per cent of our workforce was aged 45 to 54, which is the same as that seen on 1 December 2019.
- The proportion of our workforce aged 55 to 64 also remains unchanged year on year and stood at 16 per cent.
- A greater proportion of staff in job levels 1-4 were in older age ranges in comparison to those in job levels 5-7.

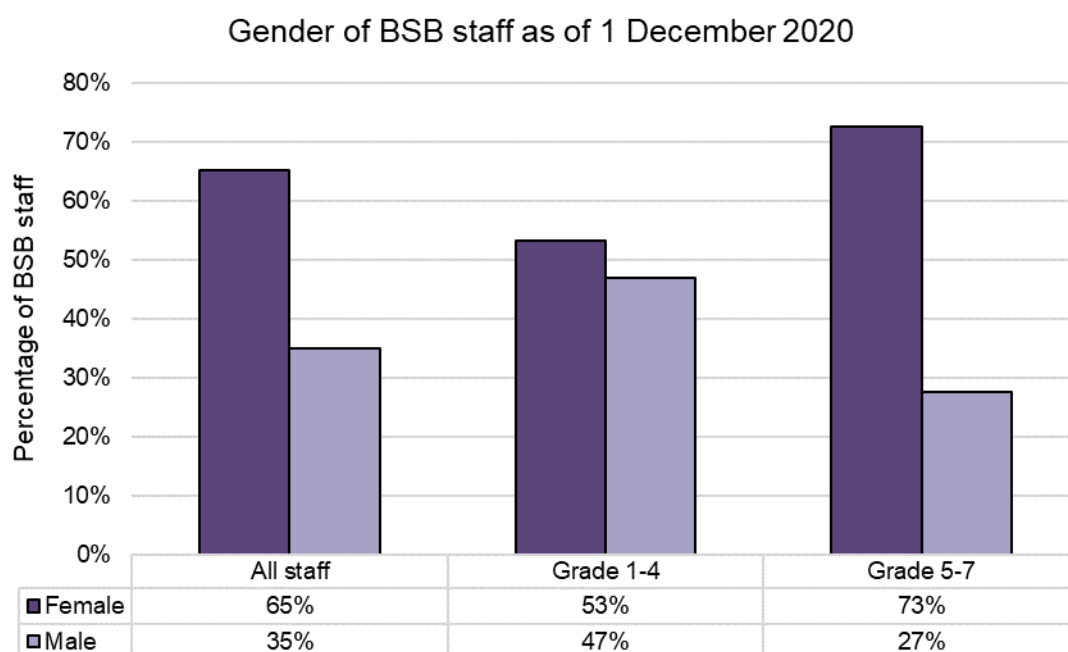
Age profile of BSB staff as of 1 December 2020



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

Gender³

The gender profile of our workforce has changed by only a small amount since 1 December 2019. As of 1 December 2020, the proportion of our workforce who are female has increased by around two percentage points to 65 per cent, and there has been a corresponding decrease of two percentage points in the proportion of our workforce who are male. There are proportionately more men in job levels 1-4 than there are in job levels 5-7.



Ethnicity

The proportion of our workforce who are from a minority ethnic background is significantly higher than the proportion of people in the working age population of England and Wales who are from a minority ethnic background. The same holds true for Asian/Asian British, Mixed/Multiple and Black/Black British ethnic backgrounds. As of 1 December 2020:

- 64 per cent of our workforce was White, compared to 86.7 per cent of the UK working age population⁴, and a figure of 60 per cent in December 2019 and 67 per cent as detailed in the BSB E&D Strategy for 2017-2019 (published in early 2017).⁵
- 34 per cent of our workforce was from a minority ethnic background. This compares to an estimate of 13.3 per cent of the working age population in England and Wales, and a figure of 37 per cent in December 2019.

³ We also ask, “Is your gender identity the same as the sex that you were assigned at birth?” but have not included data for this question as response rates are too low to draw meaningful conclusions.

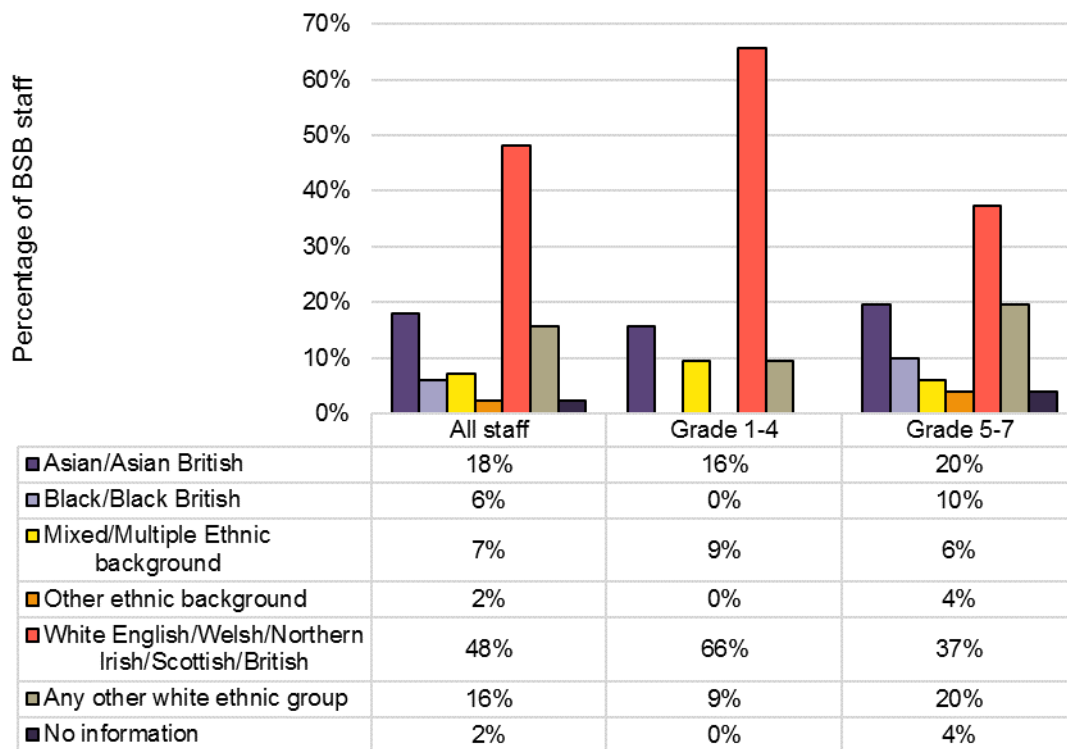
⁴ Calculated from adding together figures one economically active and inactive 16-64 population by ethnicity from the Labour Force Survey: A09: Labour Market Status by ethnic group - as of July-September 2020

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

- 18 per cent of our workforce was Asian/Asian British, compared to 5.6 per cent in the UK working age population, and a figure of 24 per cent in December 2019.
- Seven per cent of our workforce was from Mixed/Multiple ethnic backgrounds, which is unchanged year on year, and compares to a figure of 1.5 per cent in the UK working age population.
- Six per cent of our workforce was Black/Black British, which is also unchanged year on year, and compares to a figure of 3.4 per cent in the UK working age population.
- A far greater proportion of those in job levels 1-4 are of White British ethnic backgrounds in comparison to the relative proportion in job levels 5-7.

We have disaggregated “White English/Welsh/Northern Irish/Scottish” from “Any other white ethnic group” in the chart below because it is of interest that 16 per cent of our staff selected “Any other white ethnic group”.

Ethnicity of BSB staff as of 1 December 2020

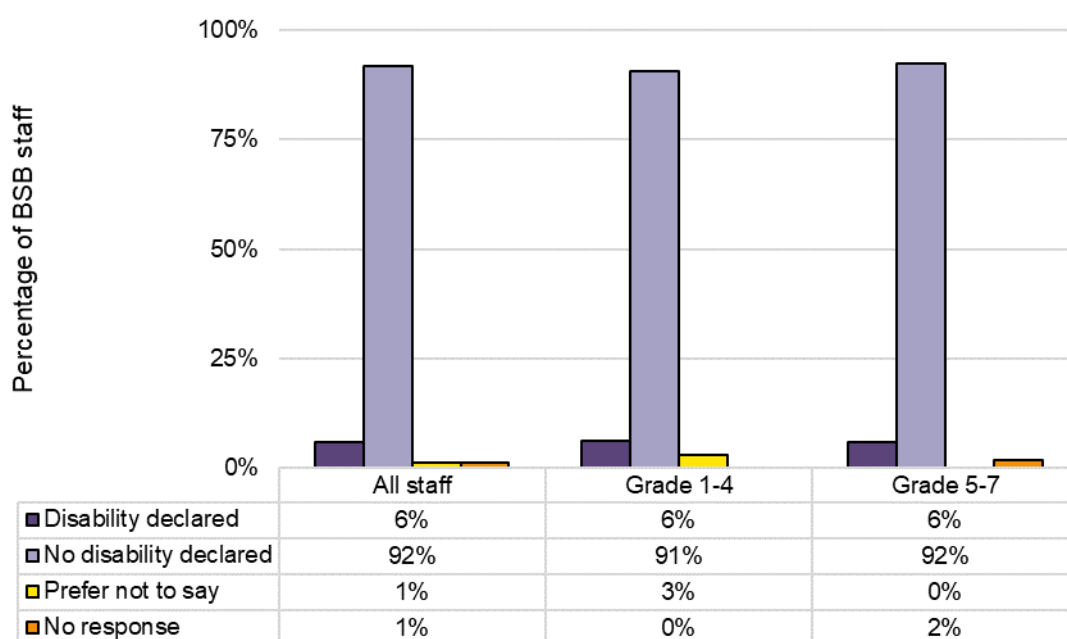


Disability

As of 1 December 2020, six per cent of our workforce declared a disability. This is an increase of five percentage points from 2019 and is more than the around five per cent of our staff who were reported as having a disability in our E&D Strategy for 2017 to 2019. In comparison, it is estimated that around 11.3 per cent of the employed working age population (those aged 16 to 64) had a declared disability as of July-September 2020.⁶

We will continue to work to identify and address any barriers to inclusion for disabled applicants and employees. As part of the General Council of the Bar, we are a Disability Confident employer. Our E&D Strategy for 2020-22 includes a number of commitments to promote equality for disabled applicants and employees, as well as a focus on disability issues at the Bar.

Disability status of BSB staff as of 1 December 2020



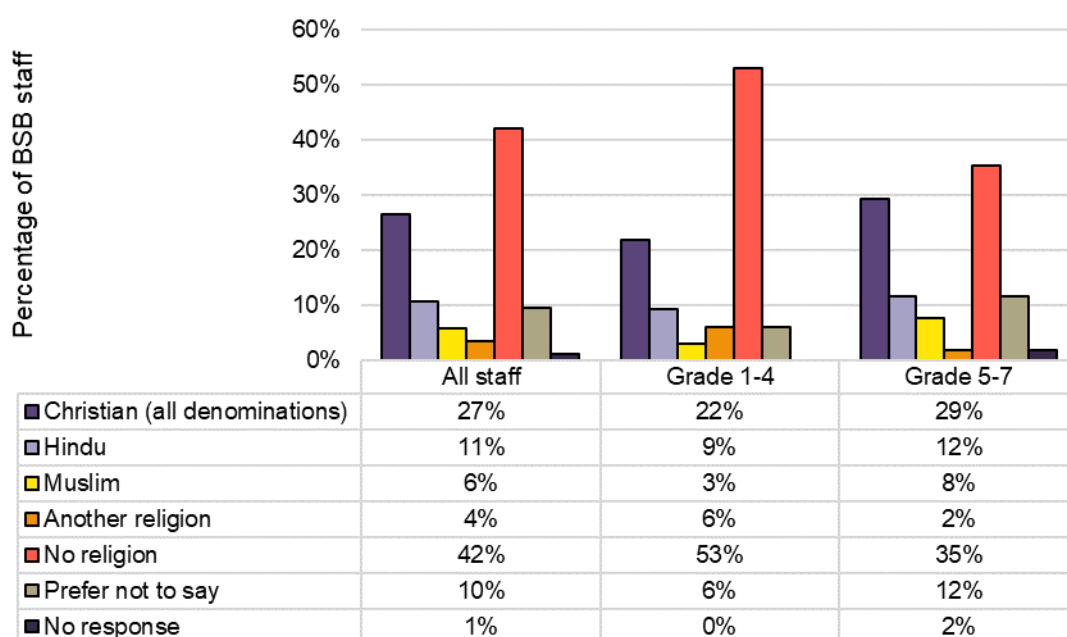
⁶ Calculated for Jul-Sep 2020 from Office for National Statistics datasets: A08: Labour market status of disabled people using Equality Act Levels (People).

Religion

Our workforce is diverse in relation to religion, which may be linked to our ethnic diversity. As of 1 December 2020:

- 42 per cent of our workforce had no religion, which is a slight increase from December 2019 of one percentage point.
- 47 per cent of our staff declared a religion, which is down by five percentage points compared to December 2019. Some of the discrepancy may be due to the proportion of staff preferring not to provide this information increasing from four percent to 10 per cent as of 1 December 2020. Of those that declared a religion:
 - 27 per cent of our workforce selected Christian (all denominations), which is a year on year increase of one percentage point.
 - Six per cent of our workforce selected Muslim, which is a year on year decrease of three percentage points.
 - 11 per cent of our workforce selected Hindu, which is a year on year decrease of one percentage point.
 - Four per cent of our workforce selected another religion. This group includes staff who selected “Jewish”, “Sikh”, “Buddhist” or “Any other religion” as their religion We have combined these categories to avoid the risk of identifying individuals.
- We hold no information for 11 percent of our workforce, which is an increase of four percentage points compared to December 2019.

Religion of BSB staff as of 1 December 2020

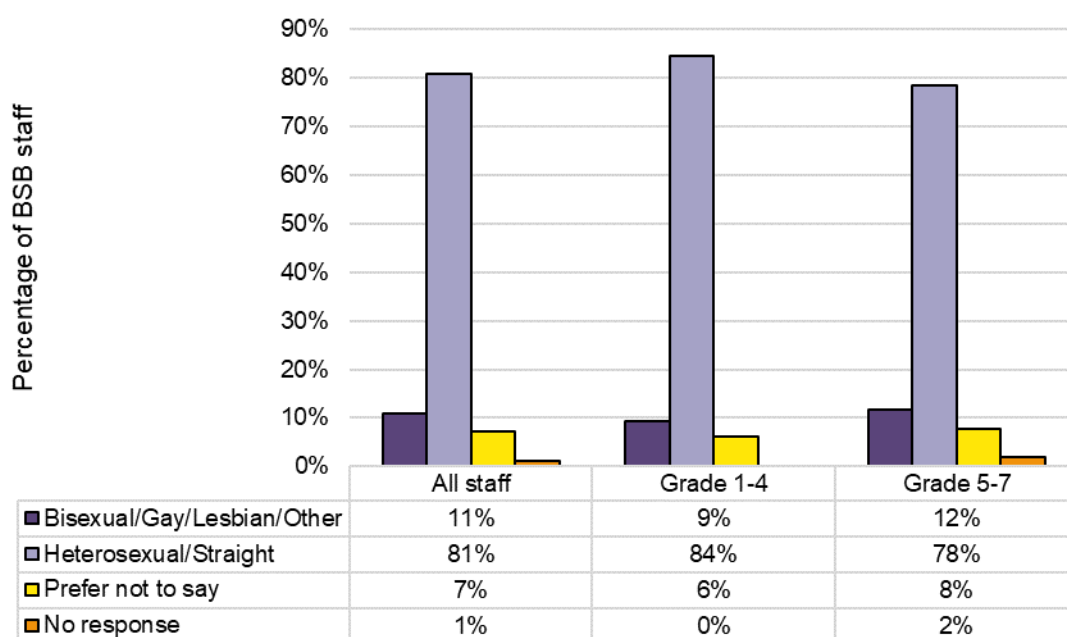


Sexual orientation

Our workforce has become more diverse in relation to sexual orientation since we published information about its diversity in our E&D Strategy for 2017-2019, as well as year on year. We have compared our data to data from “Sexual Orientation, UK: 2018”, which was published by the Office for National Statistics in March 2020. To avoid the identification of individuals, we have grouped “Bisexual”, “Gay Man”, “Other” and “Gay Woman/Lesbian” as “Bisexual/Gay/Lesbian/ Other”. As of 1 December 2020:

- 81 per cent of our workforce selected “Heterosexual/Straight”, which is a decrease of six percentage points from the data we reported in our E&D Strategy for 2017-2019. In “Sexual Orientation, UK: 2018”, 94.6 per cent of the UK population aged 16 years and over are reported as heterosexual or straight.
- 11 per cent of our workforce selected “Bisexual/Gay/Lesbian/Other”, which is an increase of six percentage points from the data we reported in our E&D Strategy for 2017 to 2019, and of one percentage point year on year. This compares to 2.8 per cent of the UK population aged 16 years and over who are reported as being Bisexual/Gay/Lesbian/Other.⁷
- We have no information for eight per cent of our workforce, meaning disclosure for sexual orientation has increased by around one per cent compared to December 2019.

Sexual orientation of BSB staff as of 1 December 2020



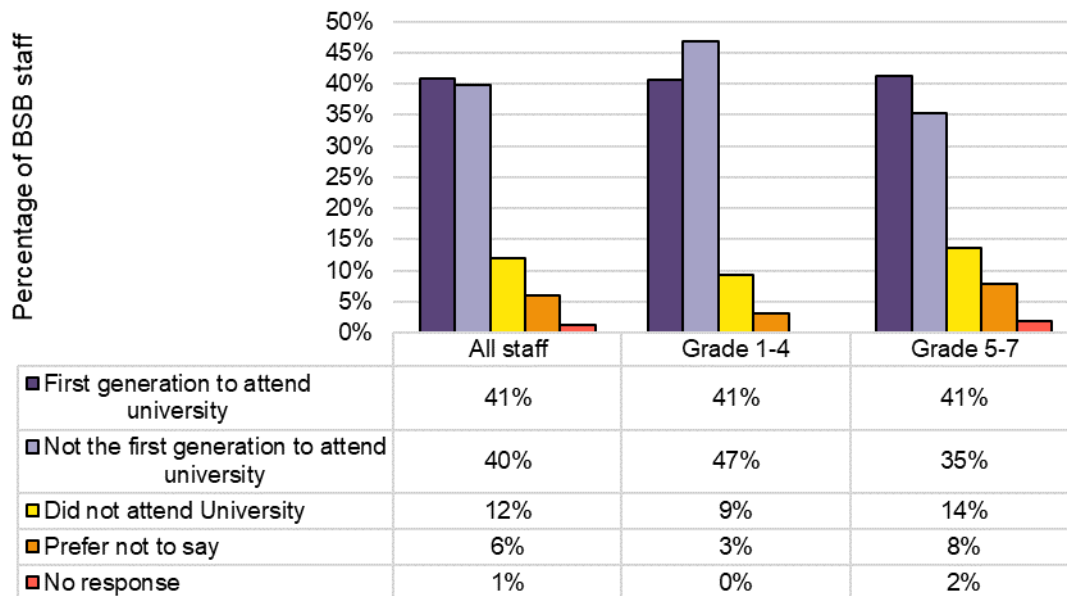
⁷ 2.2 per cent lesbian, gay or bisexual and 0.6 per cent are reported as being another sexual orientation (e.g. pansexual). Calculated from Table 1 in UK Office for National Statistics Bulletin: Sexual orientation, UK: 2018. The calculation involved excluding non-responses from the table and recalculating the percentages

First generation to attend university

As of 1 December 2020:

- 41 per cent of our staff were part of the first generation of their family to attend university. This is a decrease of five percentage points from December 2019.
- 40 per cent of our staff were not part of the first generation of their family to attend university, which is an increase of six percentage points from December 2019.
- 12 per cent of our staff did not attend university, which is an increase of two percentage points from December 2019.
- We have no information for seven per cent of our staff, which is a decrease of three percentage points compared to December 2019.
- A greater proportion of those in job levels 1-4 were not of the first generation to go to university in comparison to the comparative figure for those in job levels 5-7.

Percentage of BSB staff that were part of first generation in their family to attend university, as of 1 December 2020

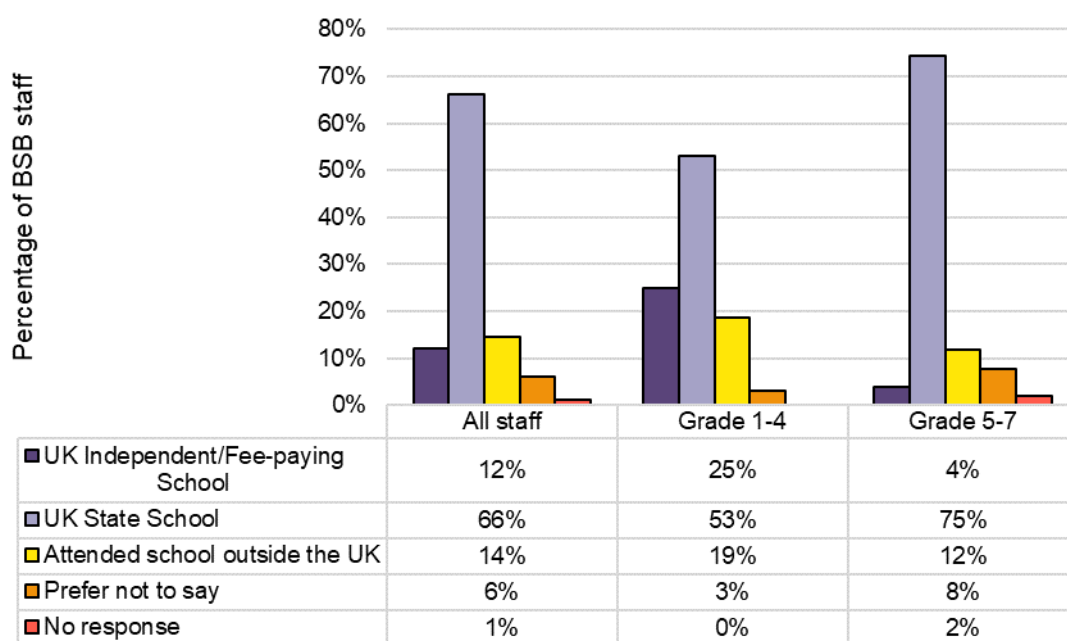


Type of school attended

The proportion of our workforce which attended an independent or fee-paying school in the UK is still greater than the equivalent proportion in the general population but has fallen since our E&D Strategy for 2017 to 2019. The proportion remains unchanged compared to December 2019.

- 12 per cent of our workforce attended an independent or fee-paying school in the UK, which is a decrease of six percentage points from the data we reported in our E&D Strategy for 2017 to 2019. The proportion remains unchanged compared to December 2019. In comparison, approximately seven percent of school children in England at any age⁸ and 10.1 per cent of UK domiciled young full-time first degree entrants in the UK in 2018/19⁹ attended an independent/fee-paying school.
- 66 per cent of our workforce attended state school in the UK, which is an increase of three percentage points from December 2019.
- 14 per cent of our workforce attended school outside the UK, which is a decrease of one percentage point from December 2019.
- We have no information for seven per cent of our workforce, which is a decrease of three percentage points from December 2019.
- A far higher proportion of those in job levels 1-4 had attended a UK independent/fee paying school than the comparative figure for those in job levels 5-7.

Type of school attended for BSB staff as of 1 December 2020



⁸ Independent Schools Council: Research. <https://www.isc.co.uk/research/> (accessed 14 December 2020).

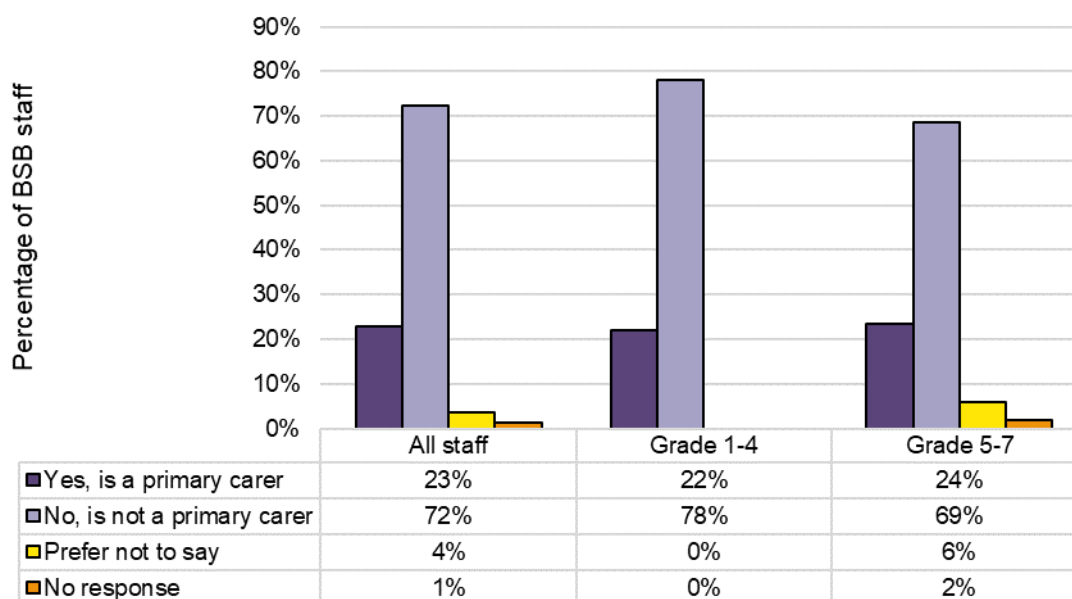
⁹ Higher Education Statistics Authority: Widening participation summary: UK Performance Indicators 2018/19. <https://www.hesa.ac.uk/data-and-analysis/performance-indicators/widening-participation-summary> (accessed 14 December 2020)

Primary carer of a child or children aged under 18

In the general UK population, around 36 per cent of economically active males and 39 per cent of economically active females are a primary carer for one or more children.¹⁰ This includes all individuals aged from 16-64 and the proportion of those in the UK with primary care of a child is likely to be far higher for those aged 35-54. 45 per cent of our workforce is aged 35-54.

- 23 per cent of our workforce are primary carers of a child or children aged under 18. This is an increase of four points compared to December 2019.
- 72 per cent of our workforce are not primary carers of a child or children under 18, which is the same as in December 2019.
- We hold no information for five per cent of our workforce, which is a decrease of four percentage points from December 2019.

BSB staff with primary caring responsibilities for one or more children aged under 18 as of 1 December 2020



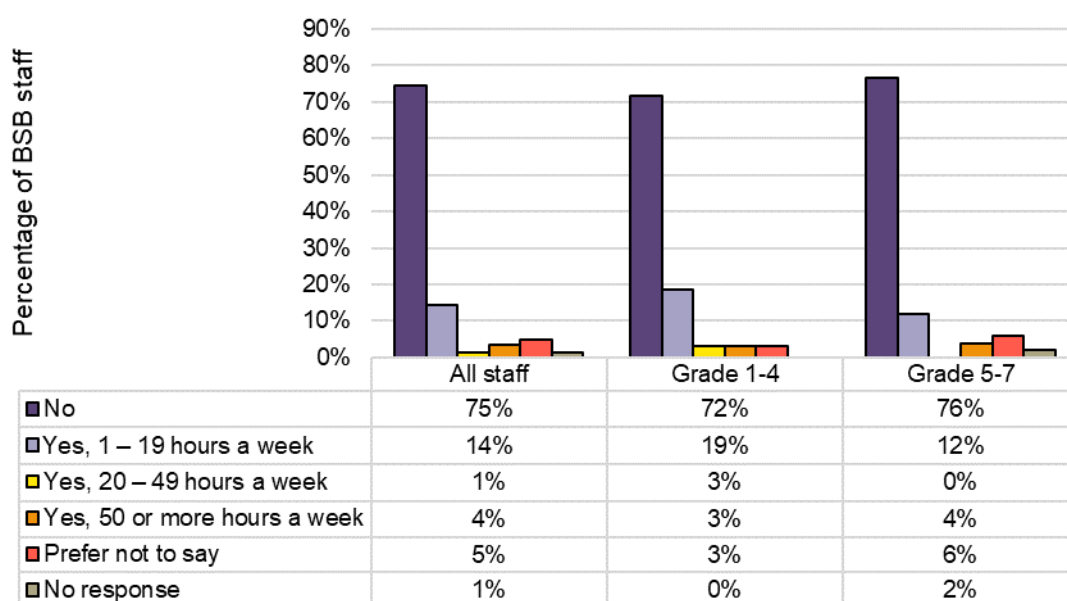
¹⁰ Calculated from Table 3 in Families and the labour market, UK: main dataset using the Labour Force Survey and Annual Population Survey: main reference tables, 2019.

Provide care for other family members, neighbours or others

As of December 2020:

- 19 per cent of our workforce provide care to family members, neighbours or others. This is a slight decrease of 1 percentage point from December 2019, but is still higher than the estimated figure for the UK working population. According to data provided by the CarersUK¹¹, 14.3 per cent of those in work in the UK provide care for another, not including primary care of children.
- 75 per cent of our workforce do not provide care to family members, neighbours or others This is an increase of four percentage points from December 2019.
- We hold no information for six per cent of our workforce. This is a decrease of three percentage points from December 2019.
- It appears that a higher proportion of those in job levels 1-4 provide care for another than the comparative figure for those in job levels 5-7. This may be related to the age profile of those in job levels 1-4.

Percentage of BSB staff who support family members, neighbours or others as of 1 December 2020



¹¹ See Facts and Figures, Carers UK. Accessed online at: <https://www.carersuk.org/news-and-campaigns/press-releases/facts-and-figures>