

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

Background

1. Publishing an aggregated summary of the diversity data of our staff on an annual basis, 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;
 - 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 2019, which is the same date we used to capture data on the barrister profession, for [“Diversity at the Bar 2019”](#).
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. At the time of collecting data for this report, there were 68 members of staff at the BSB¹. Since collecting data for this report, our staff numbers have increased slightly.
9. Data about the diversity of our staff has 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. This report does not analyse staff diversity by seniority. 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 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 14 members. Since collecting data for this report, our Board has decreased to 13 members.
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 the BSB Board as of 1 December 2019

Gender: All members of our Board specified their gender. As of 1 December 2019, nine members, or around two thirds, 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 2019, 12 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: 11 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 2019, seven members were in the "45-54" age range. The remaining seven members were split between the "35 to 44" age range, the "55 to 64" and the "65 and over" age range.

Religion or Belief: 10 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. Other members either specified "Jewish" or "any other religion". 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: 11 members of our Board responded to this question. The most frequently given response was "heterosexual/straight". We have not reported the raw data for this characteristic because doing so would risk identifying individuals' sexual orientation, which is sensitive personal data.

First generation to attend university: Of the 11 Board members that gave a response, six stated that they were of the first generation in their immediate family to attend university and five 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: 11 Board members gave a response to this question. Nine of those members mainly attended a state school between the ages of 11 and 18.

Primary care of a child/children aged under 18: 11 Board members gave a response to this question. Eight 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: 11 Board members gave a response to this question. Eight of those members said that they do not provide care for a non-dependent person. The remaining three members specified either that they provide care for another person for between 1 to 19 hours per week or "prefer not to say".

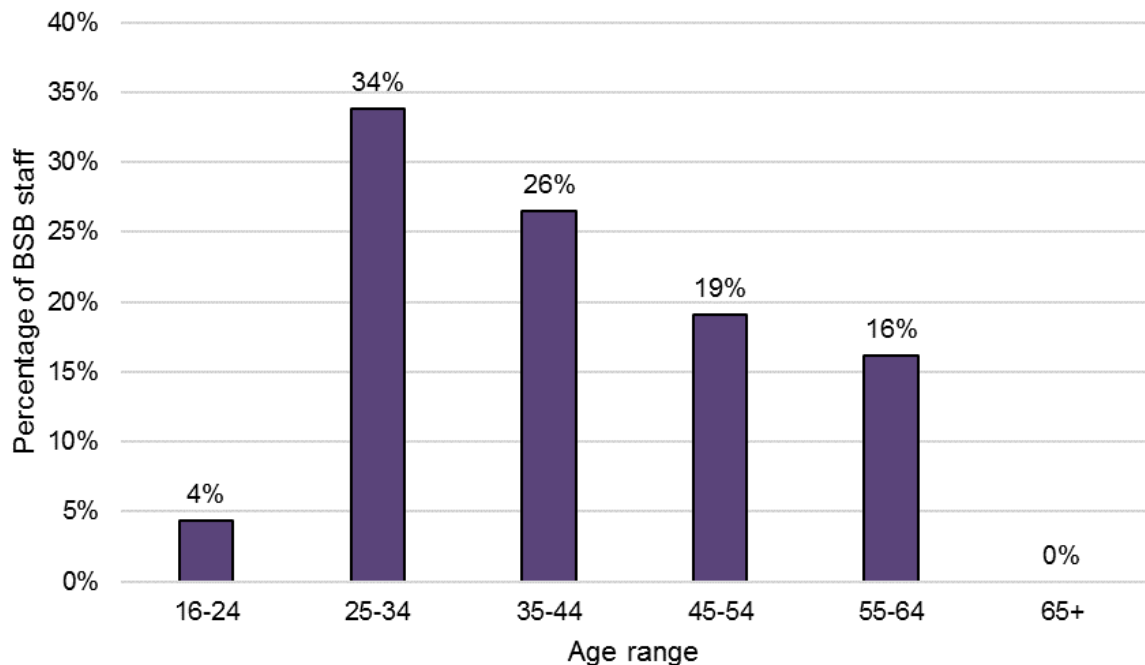
Diversity of BSB Staff as of 1 December 2019

Age

The age profile of our workforce² has changed significantly since we published information about its diversity in our Equality and Diversity (E&D) Strategy for 2017 to 2019. As of 1 December 2019:

- 4 per cent of our workforce was aged 16 to 24. None of our staff fell into this age category when we published our E&D Strategy for 2017 to 2019.
- 34 per cent of our workforce was aged 25 to 34, which is a decrease of 17 percentage points.
- 26 per cent of our workforce was aged 35 to 44, which is an increase of four percentage points.
- 19 per cent of our workforce was aged 45 to 54, which is the same as the data we included in our E&D Strategy for 2017 to 2019.
- 16 per cent of our workforce was aged 55 to 64, which is double the figure we reported in our E&D Strategy for 2017 to 2019.

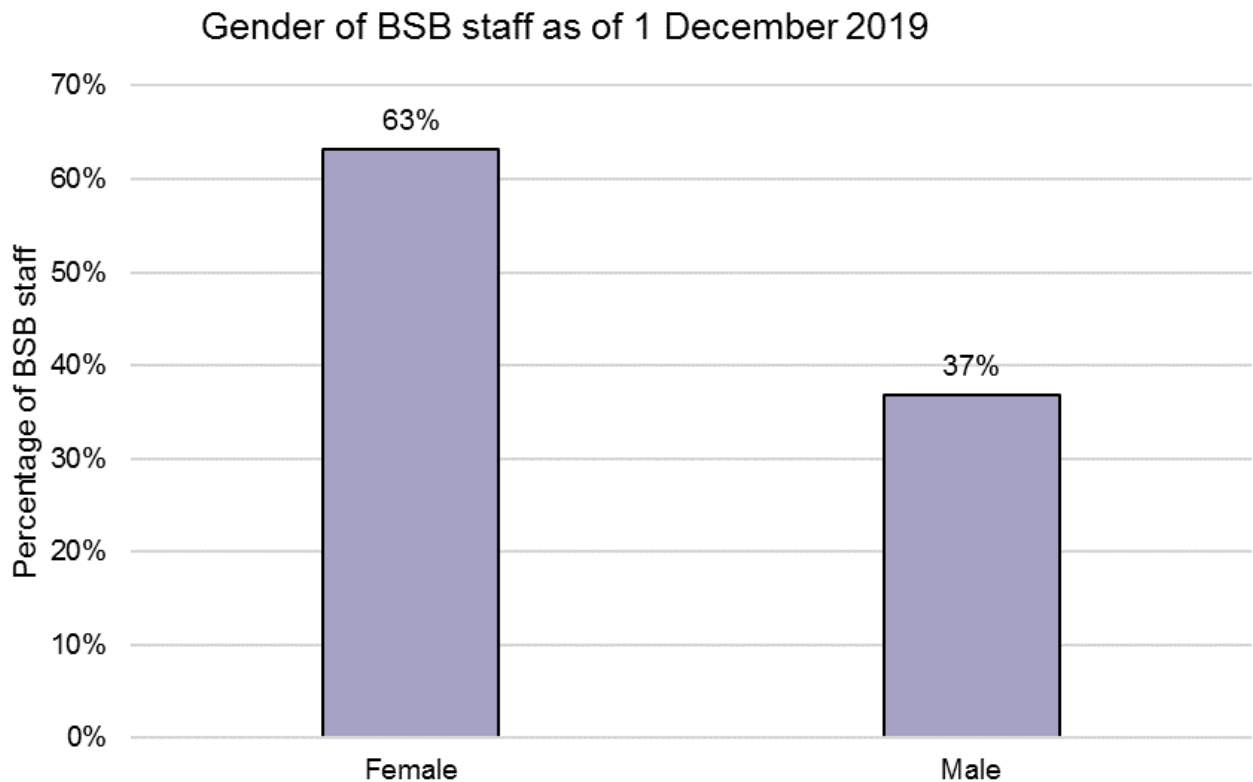
Age profile of BSB staff as of 1 December 2019



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 not changed since we published information about its diversity in our E&D Strategy for 2017 to 2019.



Ethnicity

We are proud of our ethnic diversity. The proportion of our workforce which is BAME⁴ is significantly higher than the proportion of BAME people in the working age population of England and Wales. The same holds true for Asian/Asian British, Mixed/Multiple and Black/Black British ethnic backgrounds. As of 1 December 2019:

- 61 per cent of our workforce was white, compared to 84.6 per cent of the UK working age population. This is a decrease of six percentage points from the data we reported in our E&D Strategy for 2017 to 2019.
- 37 per cent of our workforce was BAME⁵ -- an increase of nine percentage points from the data we reported in our E&D Strategy for 2017 to 2019. This compares to

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 "BAME" stands for Black, Asian and Minority Ethnic. The term is widely used by government departments, public bodies, the media and others. However, we appreciate that the term, and similar terms, are debated and that no single term is universally accepted.

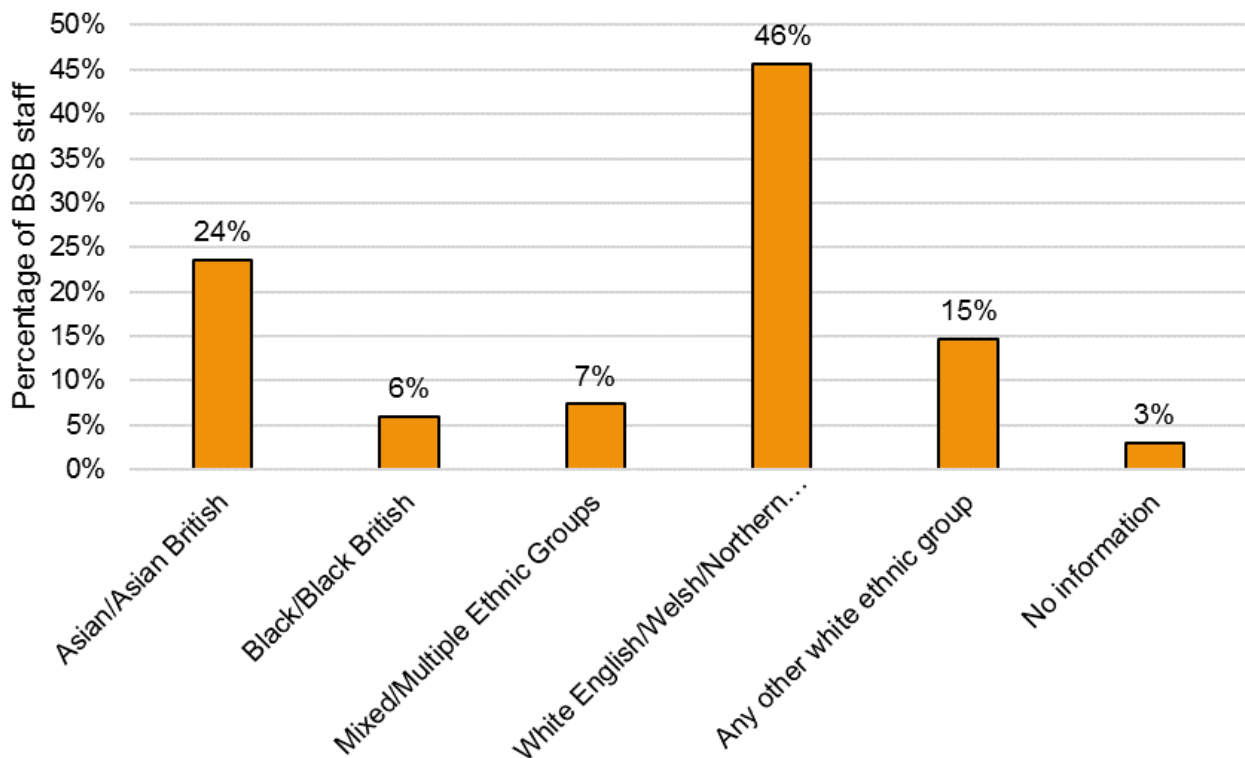
⁵ "BAME" stands for Black, Asian and Minority Ethnic. The term is widely used by government departments, public bodies, the media and others. However, we appreciate that the term, and similar terms, are debated and that no single term is universally accepted.

an estimate of 14.4 per cent of the working age population in England and Wales as of July to September 2019.⁶

- 24 per cent of our workforce was Asian/Asian British, compared to 6.2 per cent in the UK working age population.
- 7 per cent of our workforce was from Mixed/Multiple ethnic backgrounds, compared to 1.3 per cent in the UK working age population.
- 6 per cent of our workforce was Black/Black British, compared to 3.7 per cent in the UK working age population.

We have disaggregated “White English/Welsh/Northern Irish/Scottish” from “Any other white ethnic group” because it is of interest that 15 per cent of our staff selected “Any other white ethnic group”. To avoid identifying individuals, we have not disaggregated individual ethnic groups which are categorised as BAME for analysis purposes.

Ethnicity of BSB staff as of 1 December 2019



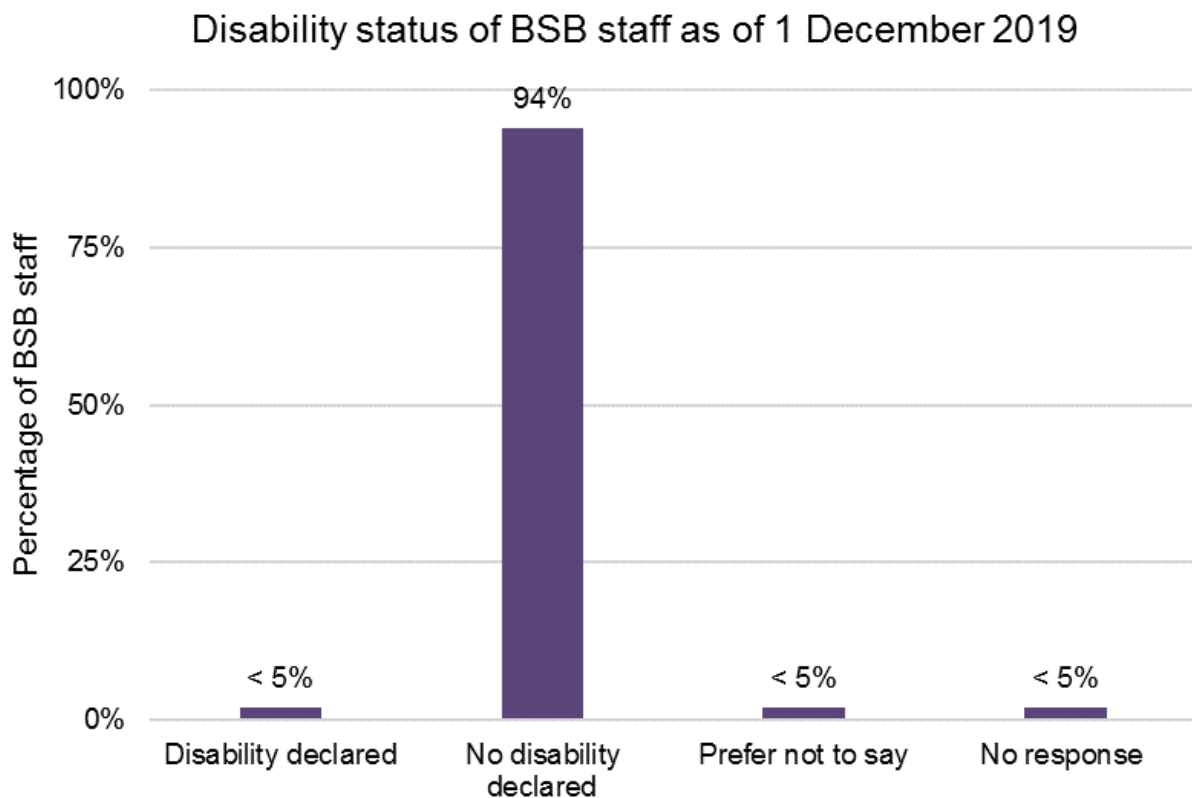
Disability

As of 1 December 2019, fewer than 5 per cent of our workforce declared a disability (to avoid the risk of identifying individuals, we have not given exact percentages for the response categories for this characteristic, which is sensitive personal data). This is less

⁶ 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.

than the 5 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 13.4 per cent of the employed working age population (those aged 16 to 64) has a declared disability.⁷

This decrease is small but important; we will 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.



Religion or belief

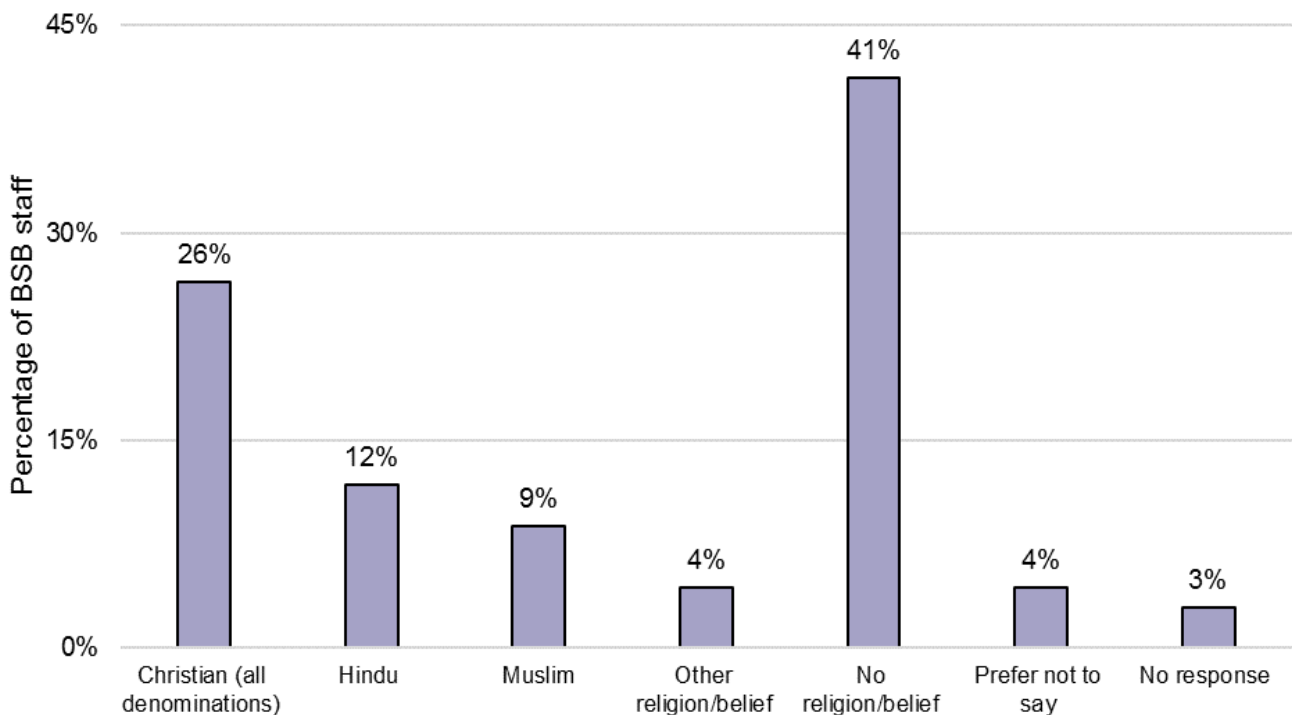
Our workforce is diverse in relation to religion or belief, which may be linked to our ethnic diversity. As of 1 December 2019:

- 41 per cent of our workforce had no religion, which is a decrease of 1 percentage point from the data we reported in our E&D Strategy for 2017 to 2019.
- 52 per cent of our staff declared a religion or belief:
 - 26 per cent of our workforce selected Christian (all denominations), which is a decrease of 7 percentage points from the data we reported in our E&D Strategy for 2017 to 2019.

⁷ Calculated for July to September 2019 from datasets from the Office for National Statistics: A08: Labour market status of disabled people using GSS Standard Levels (People).

- Nine per cent of our workforce selected Muslim. This is a threefold increase on the data we reported in our E&D Strategy for 2017 to 2019.
- 12 per cent of our workforce selected Hindu. This is double the percentage we reported in our E&D Strategy for 2017 to 2019.
- Five per cent of our workforce selected “Other religion/belief”. We reported the same percentage in our E&D Strategy for 2017 to 2019. “Other religion/belief” includes staff who selected “Jewish”, “Sikh”, “Buddhist” or “Any other religion” as their religion or belief. We have combined these categories to avoid the risk of identifying individuals.
- We hold no information for seven percent of our workforce, which is a decrease of 3 per centage points from the data we reported in our E&D Strategy for 2017 to 2019.

Religion or Belief of BSB staff as of 1 December 2019

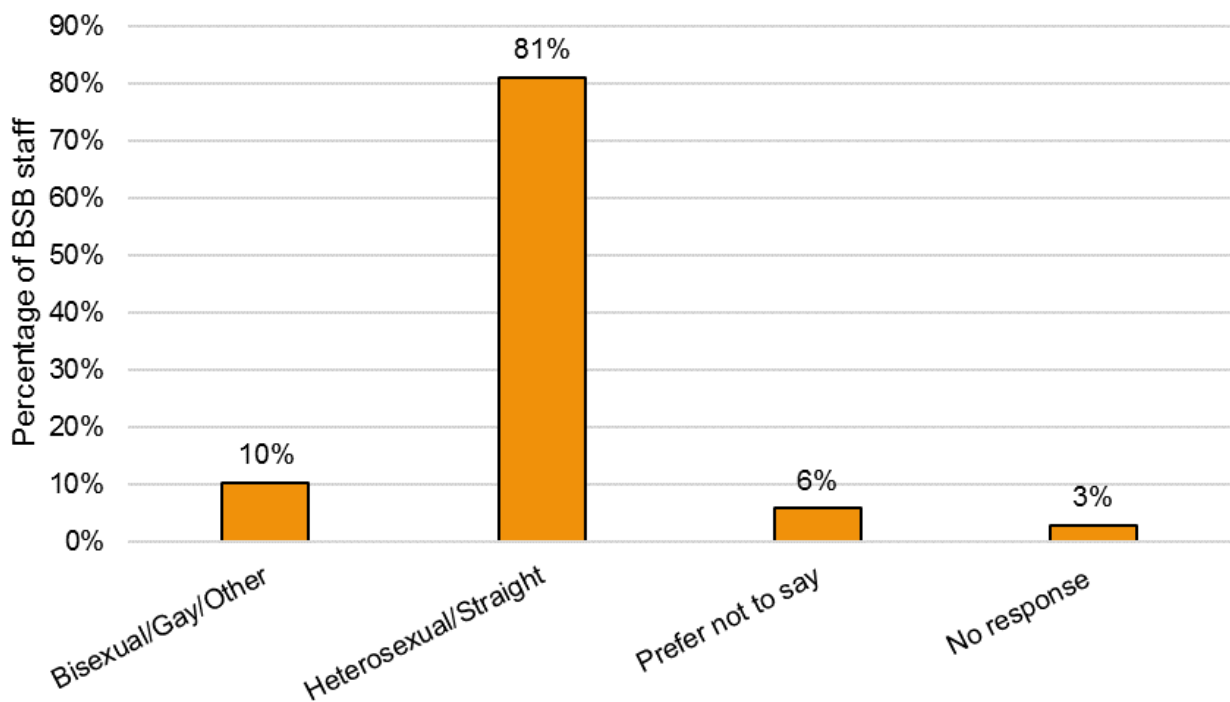


Sexual orientation

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 to 2019. 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/Other”. As of 1 December 2019:

- 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 to 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.
- 10 per cent of our workforce selected “Bisexual/Gay/Other”, which is an increase of six percentage points from the data we reported in our E&D Strategy for 2017 to 2019. In “Sexual Orientation, UK: 2018”, 2.2 per cent of the UK population aged 16 years and over are reported as being lesbian, gay or bisexual and 0.6 per cent are reported as being another sexual orientation (eg pansexual).
- We have no information for nine per cent of our workforce, which is the same as we reported in our E&D Strategy for 2017 to 2019.

Sexual orientation of BSB staff as of 1 December 2019



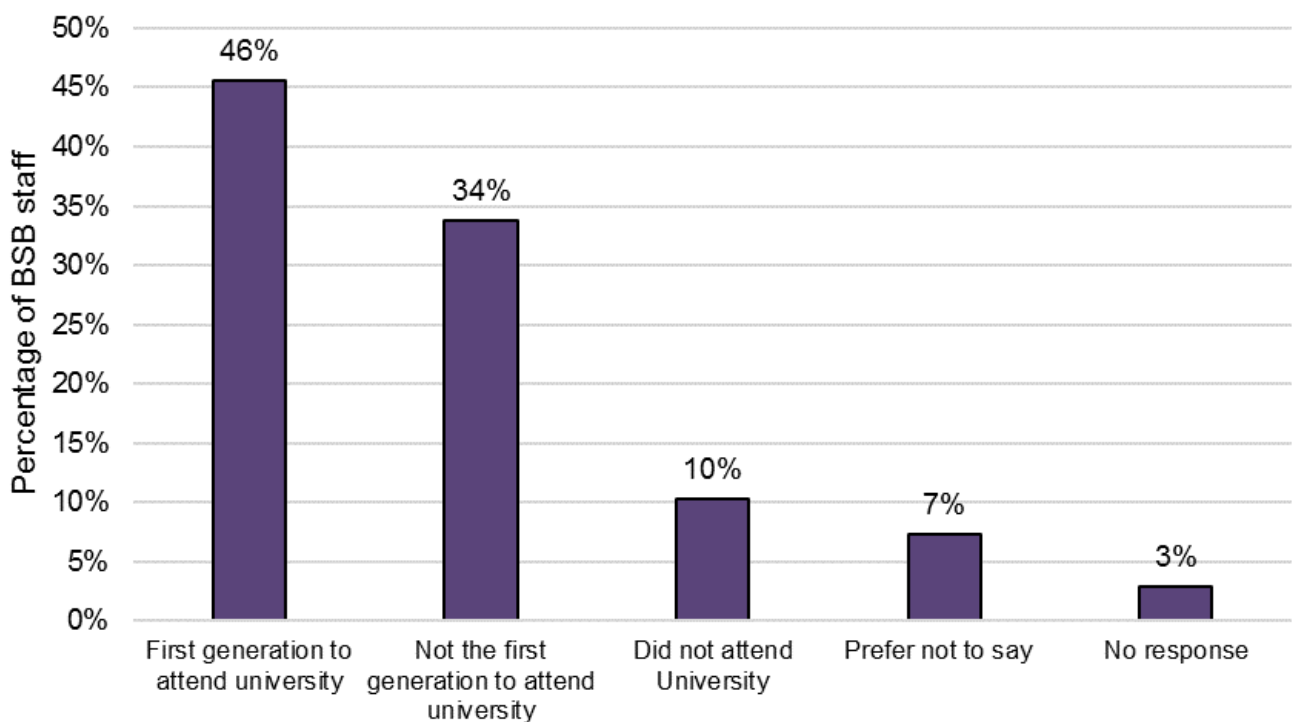
First generation to attend university

Our workforce has become significantly more diverse in relation to this characteristic since we published information about its diversity in our E&D Strategy for 2017 to 2019. As of 1 December 2019:

- 46 per cent of our staff were part of the first generation of their family to attend university. This is an increase of 14 percentage points from the data we reported in our E&D Strategy for 2017 to 2019.

- 34 per cent of our staff were not part of the first generation of their family to attend university, which is an increase of two percentage points from the data we reported in our E&D Strategy for 2017 to 2019.
- 10 per cent of our staff did not attend university. This is double the proportion of our staff who were reported as not attending university in our E&D Strategy for 2017 to 2019.
- We have no information for 10 per cent of our staff, which is a decrease of 17 percentage points from the data we reported in our E&D Strategy for 2017 to 2019.

Percentage of BSB staff that were part of first generation in their family to attend university, as of 1 December 2019



Type of school attended

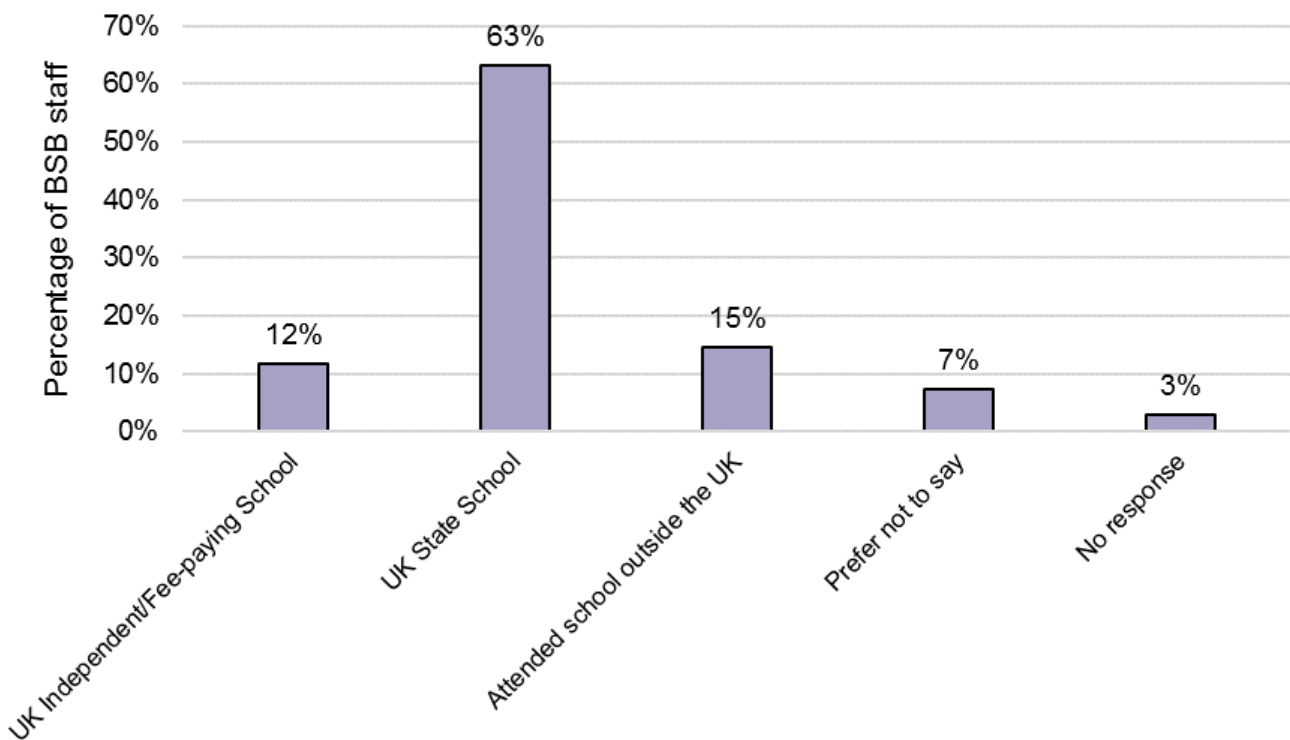
The proportion of our workforce which attended an independent or fee-paying school in the UK is still greater than the equivalent proportion in the general population but has fallen since our E&D Strategy for 2017 to 2019.

- 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. 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 2017/18⁹.

- 63 per cent of our workforce attended state school in the UK, which is an increase of 16 percentage points from the data we reported in our E&D Strategy for 2017 to 2019.
- 15 per cent of our workforce attended school outside the UK, which is an increase of three percentage points from the data we reported in our E&D Strategy for 2017 to 2019.
- We have no information for 10 per cent of our workforce, which is a decrease of 13 percentage points from the data we reported in our E&D Strategy for 2017 to 2019.

Type of school attended for BSB staff as of 1 December 2019



⁸ Independent Schools Council: Research. <https://www.isc.co.uk/research/> (accessed 10 January 2018).

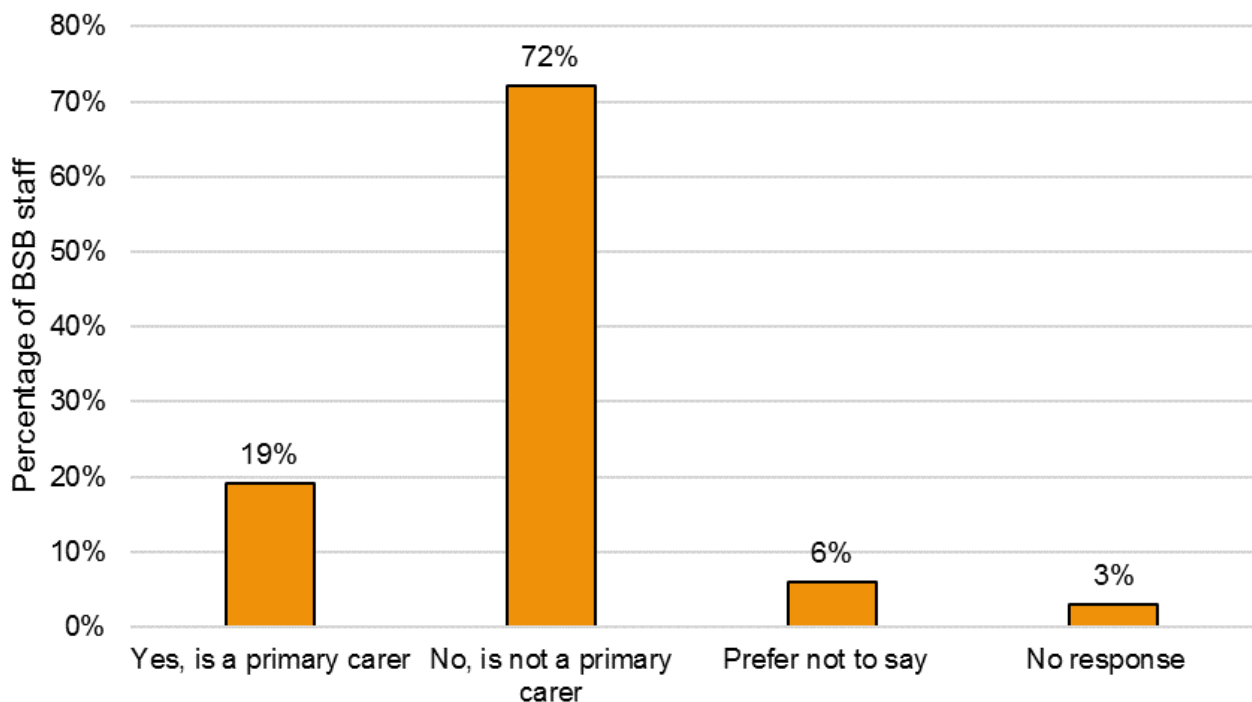
⁹ Higher Education Statistics Authority: Widening participation summary: UK Performance Indicators 2015/16. <https://www.hesa.ac.uk/data-and-analysis/performance-indicators/widening-participation-summary> (accessed 12 January 2018)

Primary carer of a child or children aged under 18

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.

- 19 per cent of our workforce is a primary carer of a child or children aged under 18. This is an increase of four percentage points from the data we reported in our E&D Strategy for 2017 to 2019. This increase may be linked to our culture of increased flexible working, including remote working.
- 72 per cent of our workforce is not a primary carer of a child or children under 18, which is a decrease of two percentage points from the data we reported in our E&D Strategy for 2017 to 2019.
- We hold no information for nine per cent of our workforce, which is a decrease of one percentage point from the data we reported in our E&D Strategy for 2017 to 2019.

BSB with primary caring responsibilities for one or more children aged under 18 as of 1 December 2019



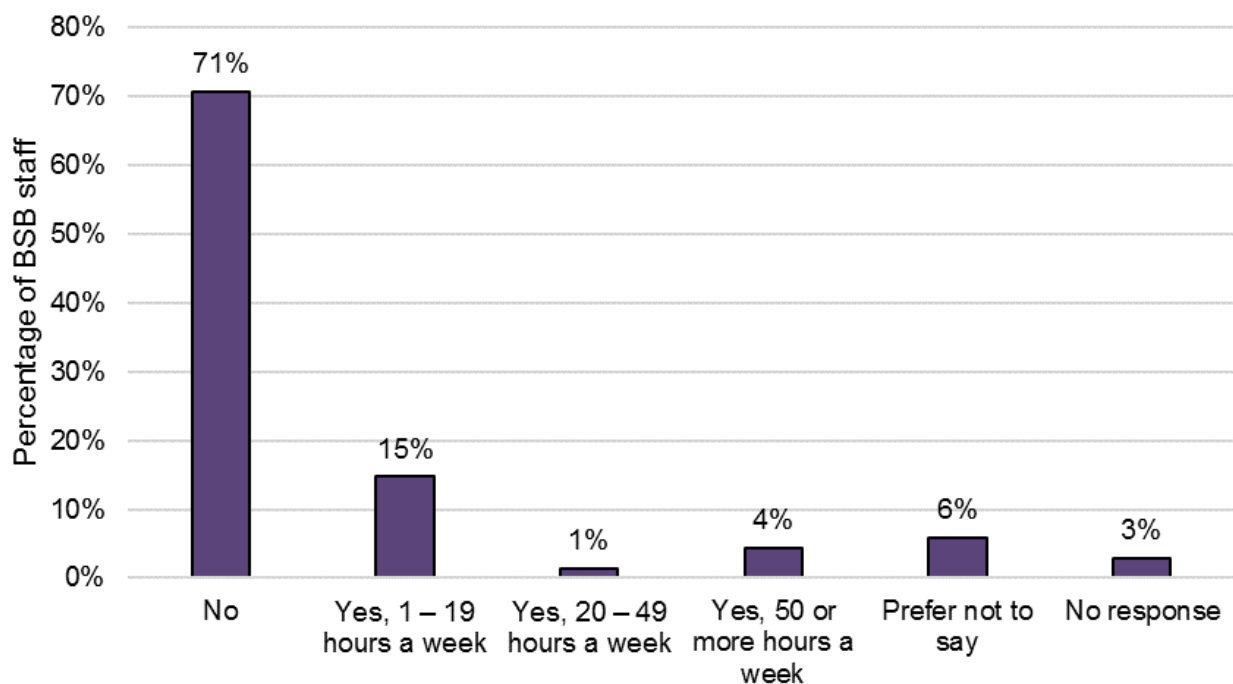
¹⁰ Calculated from Table 3 in Families and the labour market, UK: main dataset using the Labour Force Survey and Annual Population Survey: main reference tables, 2019.

Provide care for other family members, neighbours or others

The diversity of our workforce in this area has changed significantly since we published information about its diversity in our E&D Strategy for 2017 to 2019.

- 20 per cent of our workforce provide care to family members, neighbours or others. This is an increase of 11 percentage points from the data we reported in our E&D Strategy for 2017 to 2019. According to data provided by the Carers Trust¹¹, 12.5 per cent of those in work in the UK who provide care for another, not including primary care of children.
- 71 per cent of our workforce does not provide care to family members, neighbours or others. This is a decrease of six percentage points from the data we reported in our E&D Strategy for 2017 to 2019.
- We hold no information for nine per cent of our workforce. This is a decrease of three percentage points from the data we reported in our E&D Strategy for 2017 to 2019.

Percentage of BSB staff who support family members, neighbours or others as of 1 December 2019



¹¹ See Key facts about carers and the people they care for. <https://carers.org/key-facts-about-carers-and-people-they-care>