

Follow up to Lincolns Inn EDI intersection discussion – follow up

BSB research published in February 2022 found that **female barristers from minority ethnic backgrounds** represent the lowest earning group at the Bar - their average income is just **41%** of that of white male barristers.

<https://www.barstandardsboard.org.uk/uploads/assets/af6c9471-1328-4f4d-8f1baf5adb349d64/Income-at-the-Bar-by-Gender-and-Ethnicity-2022.pdf>

Even when comparing barristers in the same main practice area and seniority, by year of call, female barristers and barristers from minority ethnic backgrounds still earn less on average than their equivalent male and white barristers. Using multiple regression analysis where all other variables such as experience, type of work, region were controlled for, it was found that, compared to a white male junior of 17 years call, the fact of being a woman would mean you earn **£12,600** less. If you are a black woman you would earn **£18,700** less. That's the impact sex and race have on earnings.

See page 37 of the Bar Council's Race at the Bar report for these figures

<https://www.barcouncil.org.uk/uploads/assets/d821c952-ec38-41b2-a41ebee362b28e5/Race-at-the-Bar-Report-2021.pdf>

The Bar Council used the data BMIF collects and compared earnings over 20 years in every practice area. We found that even though there are more women practicing at the Bar than ever before, the gap between men's and women's earnings has got wider in almost all practice areas.

Commercial and financial services, a large and significant practice area, is made up of only **24% women** who claim only **12% of the earnings** – in terms of share of the pie, women aren't anywhere close to a fair share. As earnings in this practice area have increased, the gap between men's and women's earnings has widened

significantly in the last 20 years. In fact, women in commercial and financial services earned on average less in 2020 than their male predecessors did in the year 2000.

See the appendix of this report

<https://www.barcouncil.org.uk/uploads/assets/814f8208-6eab-4564-b6da9f85d49a1ce9/c39f111a-0a40-4781-a3bea6a8ac961241/earnings-data-report-2021-appendix.pdf>

The Bar Council have developed a number of toolkits to support chambers to monitor earnings (as a proxy for distribution of work) by sex and race. These toolkits can be found here:

Toolkit on monitoring work by sex:

<https://www.barcouncilethics.co.uk/documents/monitoring-work-distribution-toolkit-part-1-sex/>

Toolkit on monitoring work by race:

<https://www.barcouncilethics.co.uk/documents/monitoring-work-distribution-toolkit-part-2-race/>

We have also launched new training aimed at clerks, practice managers and Chambers leaders to support monitoring and practice management.

<https://www.barcouncil.org.uk/training-events/calendar/work-distribution-and-monitoring-sep-22.html>

The Bar Council has also just launched a bespoke support and advice service on equality, diversity and inclusion for Chambers. This is a paid for service to support chambers in complying with BSB rules and developing good EDI policy and practice. Enquiries should be sent to equality@barcouncil.org.uk.

Please contact me if you would like any further information rkrys@barcouncil.org.uk