

## **APPENDIX TO GRESHAM LECTURE ‘WOMEN LAWYERS; EQUAL AT THE BAR?’**

*With thanks to Kelly Reeve, Socio-Legal Researcher , University of East Anglia, Norwich for her work in extracting and coming this data .*

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## Appendix: Statistics

### 1. Bar exam

Source: Bar Standards Board, BPTC Key Statistics 2016 An analysis of students over three academic years  
[https://www.barstandardsboard.org.uk/media/1758971/bptc\\_key\\_statistics\\_report\\_2016 - all parts.pdf](https://www.barstandardsboard.org.uk/media/1758971/bptc_key_statistics_report_2016_-_all_parts.pdf)

Grades obtained by, and outcomes for, full-time and part-time BPTC students, by gender: students from all domiciles

BPTC results	2012		2013		2014	
	Male	Female	Male	Female	Male	Female
<b>Outstanding</b>	69	64	57	49	63	49
<b>Very competent</b>	357	426	305	348	246	267
<b>Competent</b>	192	199	131	138	82	95
<b>Not yet complete</b>	57	66	106	111	172	172
<b>Fail</b>	118	134	125	148	54	67
<b>Withdrawn</b>	11	<5	12	24	22	18

Gender of full-time and part-time BPTC students by domicile

Domicile	Gender	2012	2013	2014
UK/EU	Female	558	512	457
	Male	496	<470	429
Overseas	Female	335	306	309
	Male	308	<270	301

Gender, first degree classification and BPTC overall grade of full-time and part-time BPTC graduates commencing first six pupillage: UK/EU domiciled students – 2011-2014 aggregated

	First class					
	Outstanding		Very competent		competent	
	Male	Female	Male	Female	Male	Female
Those with pupillage	102	75	132	92	4	3
Total BPTC graduates	134	101	275	226	22	28

	Upper second class					
	Outstanding		Very competent		competent	
	Male	Female	Male	Female	Male	Female
Those with pupillage	65	56	167	190	10	9

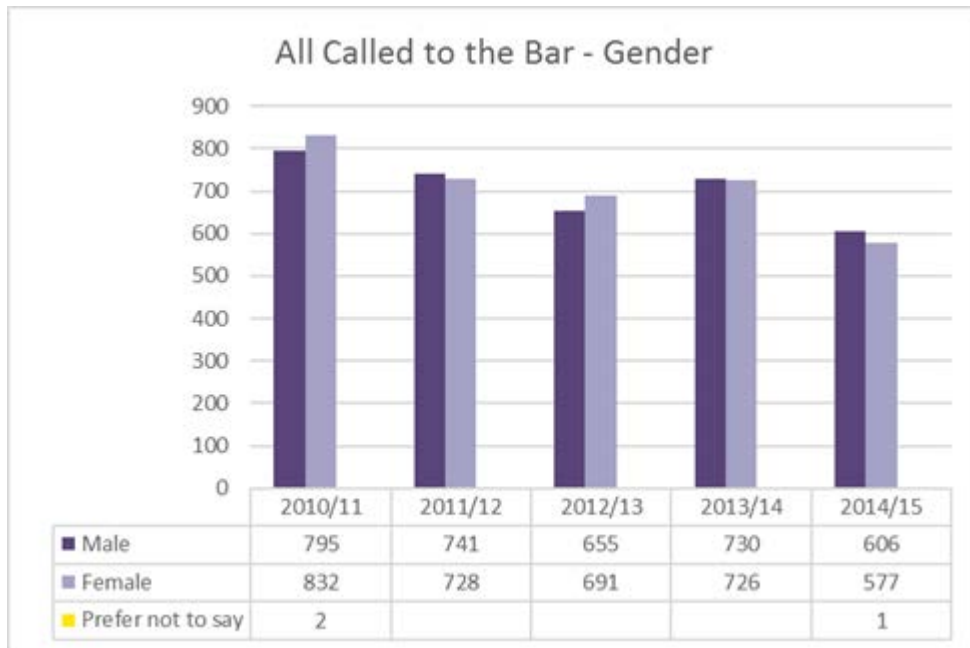
<b>Total BPTC graduates</b>	103	91	565	643	125	174
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	Lower second class			
	Very competent		competent	
	Male	Female	Male	Female
<b>Those with pupillage</b>	7	6	3	1
<b>Total BPTC graduates</b>	64	75	51	47

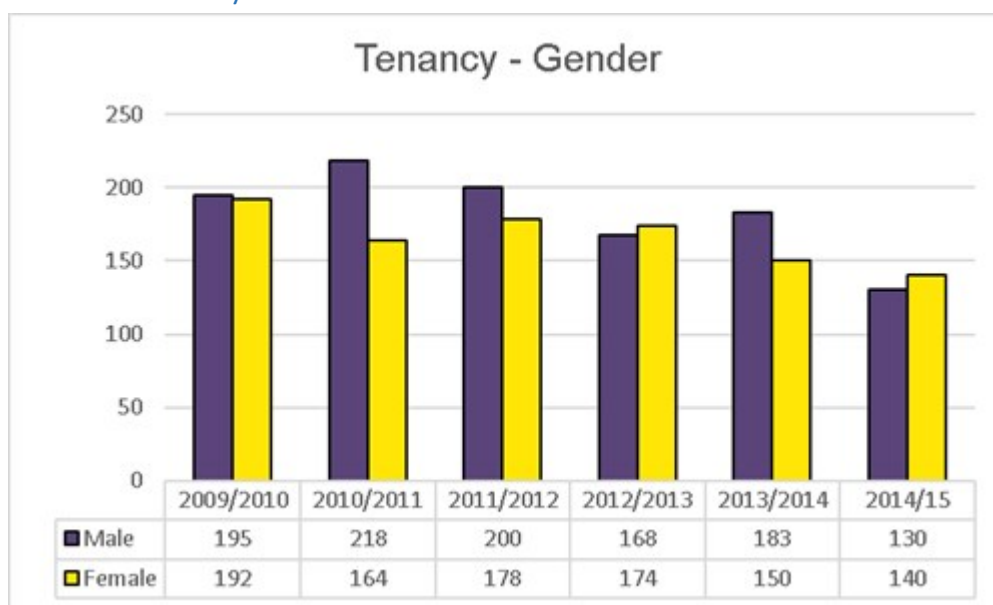
## 2. Called to the Bar

Source: <https://www.barstandardsboard.org.uk/media-centre/research-and-statistics/statistics/called-to-the-bar-statistics/>

	2009/2010	2010/11	2011/12	2012/13	2013/14
<b>All Called to the Bar</b>	1,754	1,629	1,469	1,346	1,456
<b>Gender</b>	2009/2010	2010/11	2011/12	2012/13	2013/14
Male	827	795	741	655	730
Female	927	832	728	691	726
Prefer not to say		2			
<b>Total</b>	1754	1629	1469	1346	1456

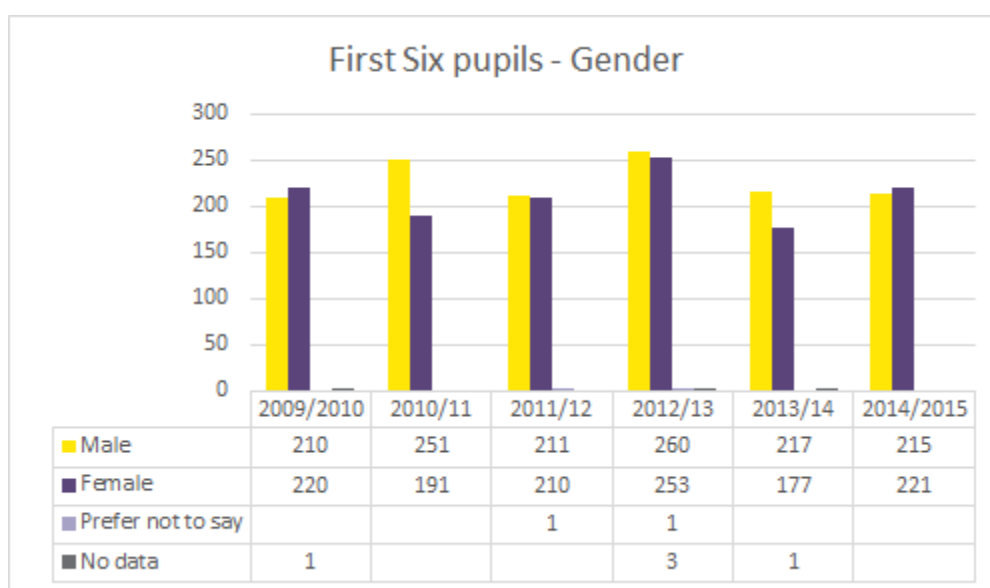


### 3. Tenancy



### 4. Pupillage

First Six - Gender	2009/2010	2010/11	2011/12	2012/13	2013/14
Male	210	251	211	260	217
Female	220	191	210	253	177
Prefer not to say			1	1	
No data	1	1			3
Total	431	443	422	514	397



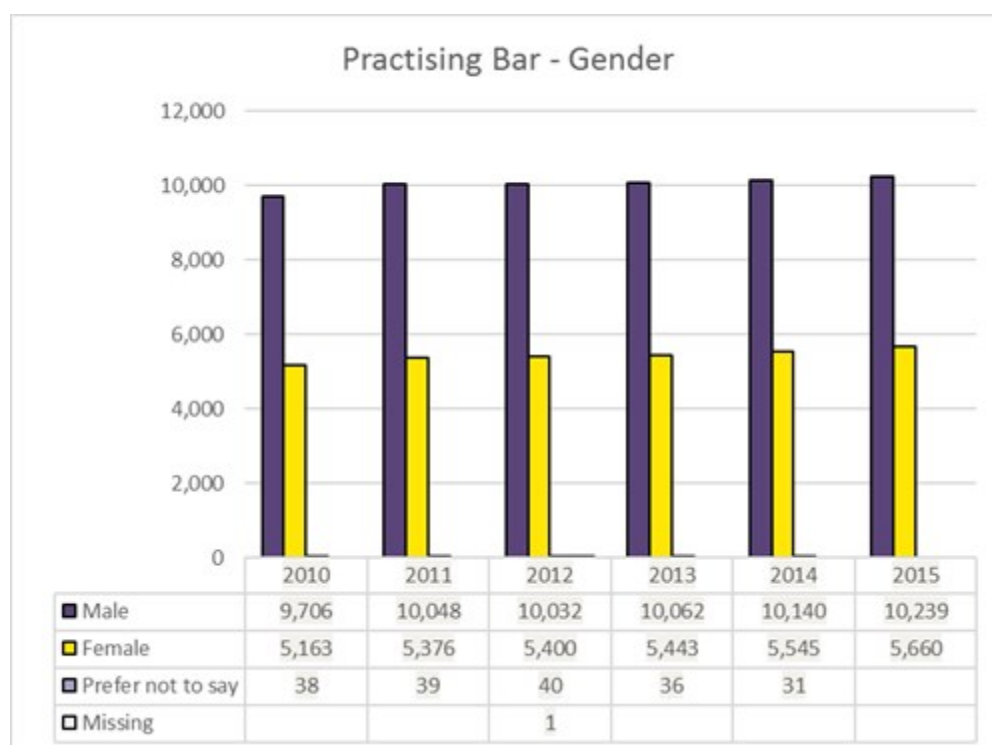
Source: <https://www.barstandardsboard.org.uk/media-centre/research-and-statistics/statistics/pupillage-statistics/>

\*The 2012/2013 rise and subsequent fall in First Six pupillage registrations is easily explained. Previously, organisations offering pupillages (PTOs) would recruit according to a shared timetable, set out by the Bar Council, and pupillages were registered at the start of the new legal year, beginning in October. More recently, PTOs have recruited according to their own timetables, and many now do so earlier than previously specified. As some registrations are made in September, before the end of the legal year, this means some pupillages appear to be registered in the same year as they are recruited.

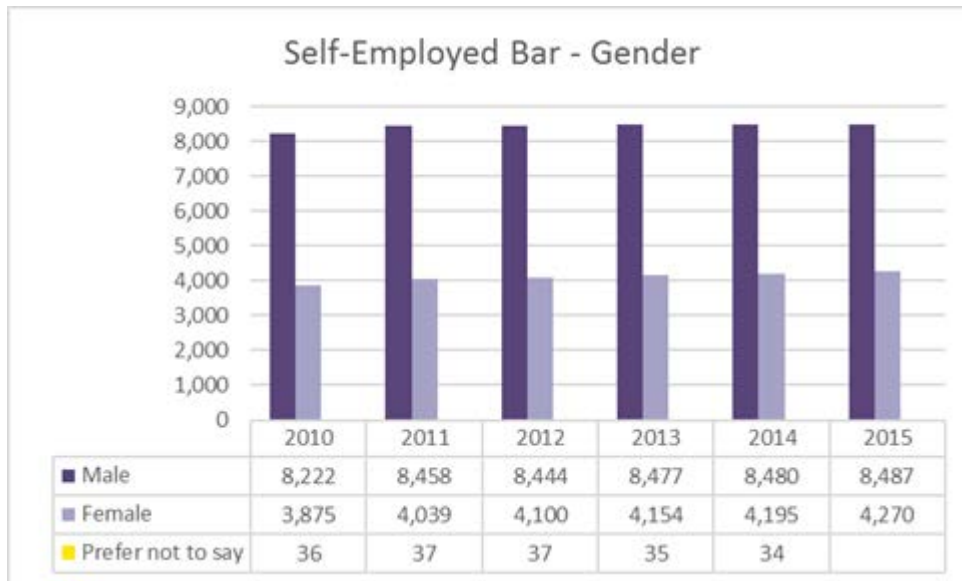
## 5. Practising

Source: <https://www.barstandardsboard.org.uk/media-centre/research-and-statistics/statistics/practising-barrister-statistics/>

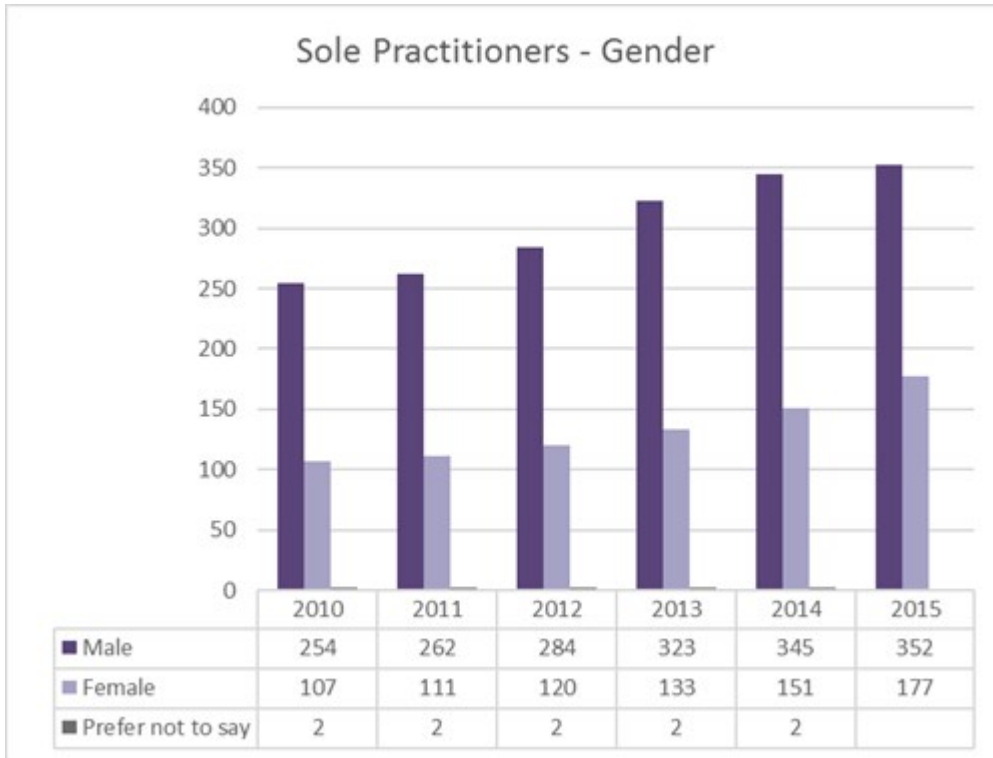
	2010	2011	2012	2013	2014
Total barristers in practice	14,907	15,463	15,472	15,541	15,716
Gender	2010	2011	2012	2013	2014
Male	9,706	10,048	10,032	10,062	10,140
Female	5,163	5,376	5,400	5,443	5,545
Prefer not to say	38	39	40	36	31
Total	14,907	15,463	15,472	15,541	15,716



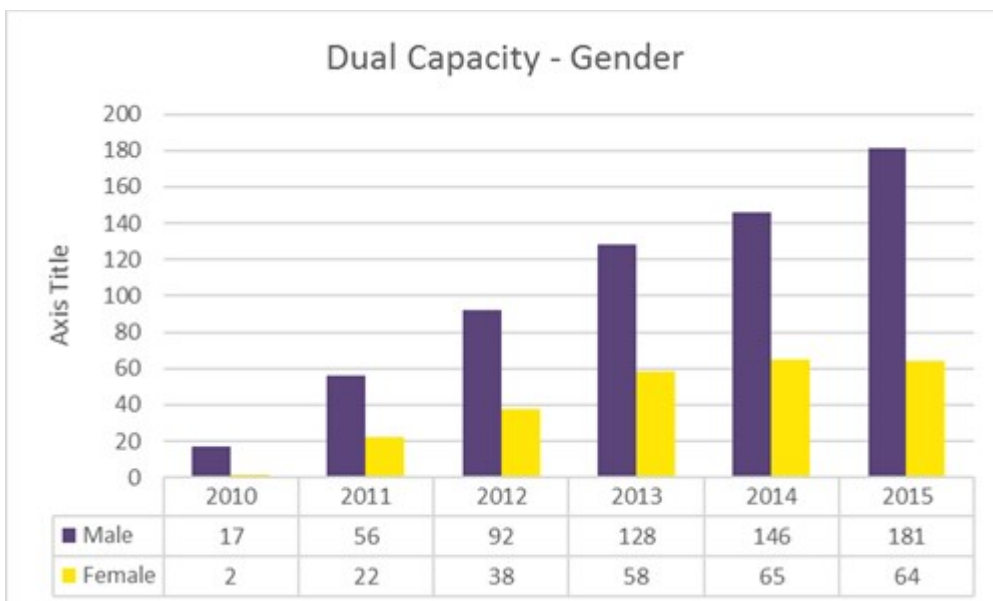
All Self-employed barristers	12133	12534	12581	12,666	12,709
Gender	2010	2011	2012	2013	2014
Male	8,222	8,458	8,444	8,477	8,480
Female	3,875	4,039	4,100	4,154	4,195
Prefer not to say	36	37	37	35	34
Total	12,133	12,534	12,581	12,666	12,709



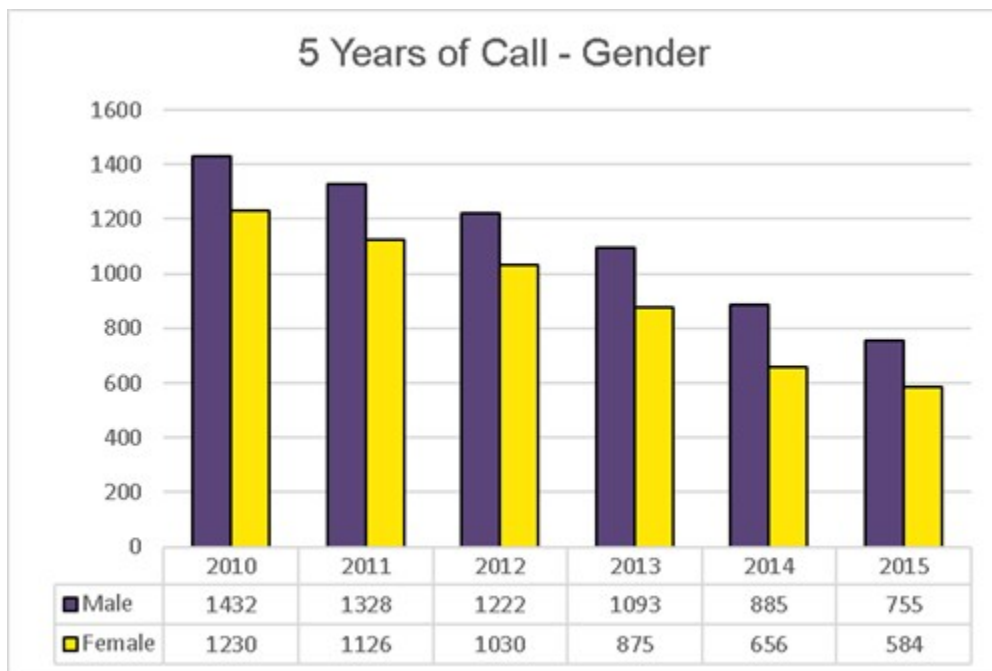
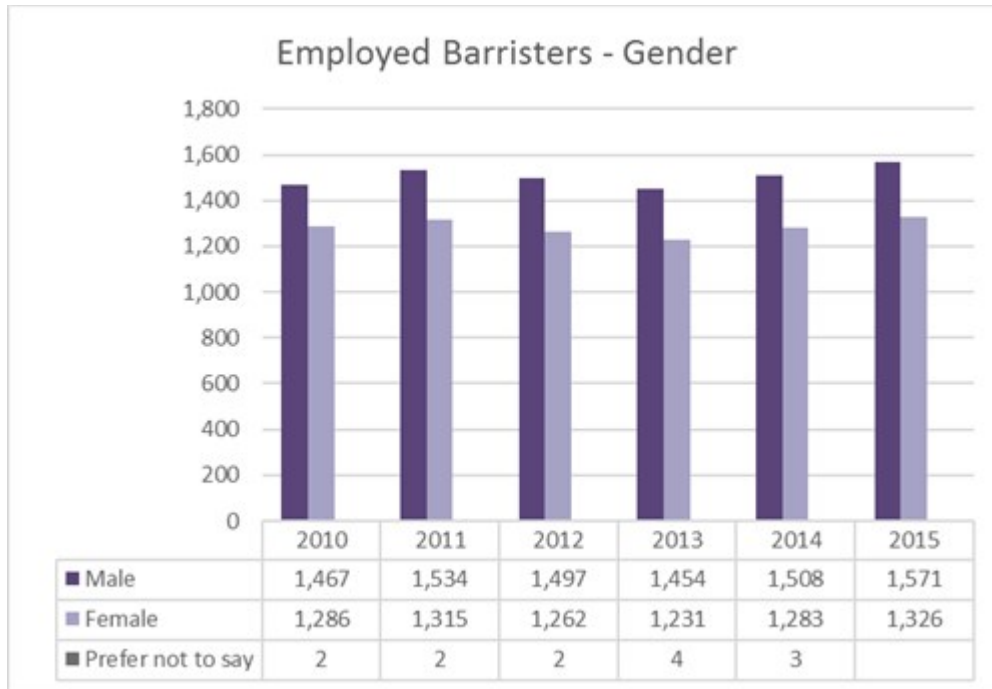
Sole practitioners	363	375	406	458	498
Gender	2010	2011	2012	2013	2014
Male	254	262	284	323	345
Female	107	111	120	133	151
Prefer not to say	2	2	2	2	2
Total	363	375	406	458	498



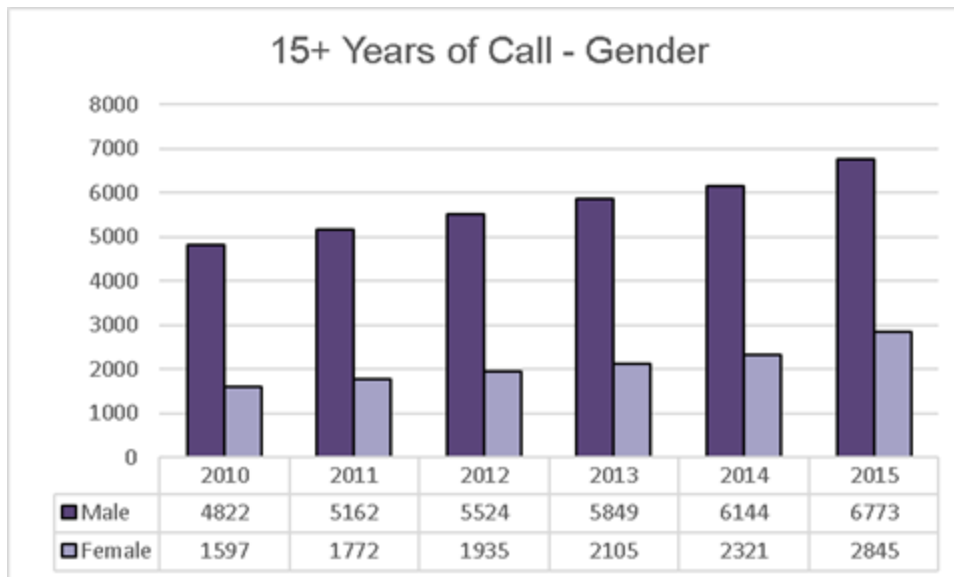
Dual capacity	19	78	130	186	211
Gender	2010	2011	2012	2013	2014
Male	17	56	92	128	146
Female	2	22	38	58	65
Total	19	78	130	186	211



Employed barristers	2,755	2,851	2,761	2,689	2,794
Gender	2010	2011	2012	2013	2014
Male	1,467	1,534	1,497	1,454	1,508
Female	1,286	1,315	1,262	1,231	1,283
Prefer not to say	2	2	2	4	3
Total	2,755	2,851	2,761	2,689	2,794







## 6. Area of practice

Source: Bar Council, Barristers' working lives: biennial survey report 2013

[http://www.barcouncil.org.uk/media/294152/biennial\\_survey\\_report\\_2013.pdf](http://www.barcouncil.org.uk/media/294152/biennial_survey_report_2013.pdf)

<b>Demographic profiles of each area of practice (main practice, %, whole Bar, 2011 in brackets)</b>								
	Female %	BME%	Childcare %	1 <sup>st</sup> %	Oxbridge %	Fee paying school %	Under 45 %	Base N=100%
Admiralty or Shipping	12 (41)	5 (14)	50 (41)	55 (64)	62 (67)	71 (71)	59 (64)	25 (22)
Chancery	28 (20)	3 (3)	35 (52)	33 (29)	61 (60)	46 (61)	53 (51)	194 (155)
Civil	28 (27)	12 (12)	33 (42)	16 (19)	31 (38)	45 (46)	55 (55)	210 (173)
Commercial	24 (24)	9 (11)	52 (56)	38 (32)	52 (53)	57 (59)	54 (58)	281 (206)
Construction	29 (41)	8 (13)	46 (42)	29 (20)	68 (44)	49 (48)	49 (42)	41 (32)
Criminal	36 (37)	10 (9)	45 (45)	7 (6)	13 (15)	39 (35)	52 (53)	1013 (953)
Employment	42 (40)	15 (18)	48 (44)	23 (17)	31 (35)	44 (41)	66 (69)	132 (128)
Family	61 (64)	11 (10)	47 (45)	10 (8)	21 (22)	40 (40)	51 (55)	503 (394)
Immigration	37 (47)	36 (32)	49 (48)	13 (11)	20 (24)	36 (26)	59 (65)	56 (45)
International or EU	35 (36)	13 (13)	47 (40)	29 (42)	50 (47)	56 (48)	44 (59)	43 (50)
Landlord and Tenant	28 (38)	14 (15)	58 (45)	15 (14)	40 (31)	43 (43)	61 (61)	78 (68)
Patent or IP	23 (29)	7 (3)	56 (53)	41 (32)	61 (50)	66 (68)	51 (60)	44 (31)
Personal Injury	31 (21)	5 (5)	52 (58)	21 (10)	35 (36)	48 (50)	58 (56)	239 (227)
Planning and Environment	16 (19)	5 (2)	47 (40)	16 (26)	51 (43)	53 (37)	38 (39)	64 (47)
Professional Negligence	28 (35)	9 (3)	46 (60)	32 (21)	57 (63)	61 (51)	53 (44)	40 (37)
Public Law	44 (43)	13 (12)	48 (53)	26 (31)	33 (41)	36 (38)	53 (69)	190 (133)
Revenue	34 (38)	12 (16)	50 (54)	29 (30)	56 (41)	46 (47)	54 (53)	38 (45)
Other	36 (30)	3 (7)	42 (55)	18 (11)	29 (42)	38 (41)	36 (27)	39 (54)
<b>All barristers</b>	<b>37 (37)</b>	<b>10 (10)</b>	<b>46 (48)</b>	<b>18 (15)</b>	<b>32 (31)</b>	<b>44 (43)</b>	<b>54 (55)</b>	<b>3259 (2800)</b>

## 7. Queen's Counsels

Source: QC Appointments, Ongoing statistics since 1995 – 2017 <http://www.qcappointments.org/completed-competitions/>

	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
<b>Total applicants</b>	275	251	214	183	225	223	237	<b>254</b>
<b>Total awards</b>	129	120	88	84	100	93	107	<b>113</b>
<b>Male</b>								
Applicants	226	210	172	155	183	180	189	<b>198</b>
Awards	108	93	65	70	82	68	82	<b>82</b>
<b>Female</b>								
Applicants	46	41	40	26	42	43	48	<b>56</b>
Awards	20	27	23	14	18	25	25	<b>31</b>

Source: <https://www.barstandardsboard.org.uk/media-centre/research-and-statistics/statistics/queen's-counsel-statistics/>

	2010	2011	2012	2013	2014
Self-employed Queen's Counsel	1,827	1,825	1,748	1,693	1,625
<b>Gender</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
Male	1,573	1,570	1,507	1,461	1,404
Female	247	248	234	226	215
Prefer not to say	7	7	7	6	6
Total	1,827	1,825	1,748	1,693	1,625



Employed Queen's Counsel	18	22	26	26	33
Gender	2010	2011	2012	2013	2014
Male	15	19	23	23	30
Female	3	3	3	3	3
Prefer not to say					
Total	18	22	26	26	33



## 8. Judicial appointments

### Current judges

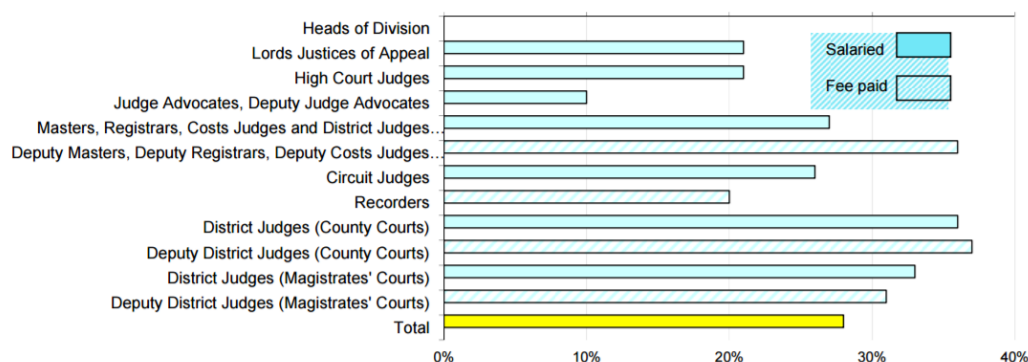
Source: Judicial Diversity statistics 2016 <https://www.judiciary.gov.uk/publications/judicial-statistics-2016/>

## Diversity in the Courts

### Judges by gender (Table 1.1)

There were 3,202 judges in the courts on 1 April 2016, of which 882 (28%) were female, up from 25% last year. Figure 1 shows that the percentage of judges who are female tends to be higher in the fee paid positions (shaded bars) than in the salaried positions. Figure 1 shows judicial roles in order of seniority of court.

Figure 1: The percentage of court judges who are female (1 April 2016)



Count of Courts / Tribunals	Gender		
	Female	Male	Grand Total
Appointment Name			
Heads of Division	0	5	5
Lords Justices of Appeal	8	31	39
High Court Judges	22	84	106
Judge Advocates, Deputy Judge Advocates	1	9	10
Masters, Registrars, Costs Judges and District Judges (Principal Registry of the Family Division)	10	27	37
Deputy Masters, Deputy Registrars, Deputy Costs Judges and Deputy District Judges (PRFD)	19	34	53
Circuit Judge	160	466	626
Recorder	203	832	1035
District Judges (County Courts)	153	277	430
Deputy District Judges (County Courts)	231	396	627
District Judges (Magistrates' Courts)	44	89	133
Deputy District Judges (Magistrates' Courts)	31	70	101
<b>Grand Total</b>	<b>882</b>	<b>2320</b>	<b>3202</b>

Overall applications, shortlisted candidates and recommendations for appointment for exercises completed in April 2015 to March 2016 - Female candidates

Source: Judicial Appointments Commission, Official Statistics 2015-2016,

[https://jac.judiciary.gov.uk/sites/default/files/sync/about\\_the\\_jac/official\\_statistics/statisticsbulletin-jac-2015-16-revised.pdf](https://jac.judiciary.gov.uk/sites/default/files/sync/about_the_jac/official_statistics/statisticsbulletin-jac-2015-16-revised.pdf)

<b>Recorder</b>				
<b>Group</b>	<b>Size of eligible pool</b>	<b>Applications</b>	<b>Shortlisted applicants</b>	<b>Recommendations for appointment</b>
<b>Gender</b>				
Men	56,373	677	119	41
Women	37,939	475	93	54
Prefer not to disclose	-	7	1	1
Incomplete	2	19	1	-

<b>District Judge</b>				
<b>Group</b>	<b>Size of eligible pool</b>	<b>Applications</b>	<b>Shortlisted applicants</b>	<b>Recommendations for appointment</b>
<b>Gender</b>				
Men	3,547	91	72	21
Women	1,695	93	68	32
Prefer not to disclose	-	1	1	-
Incomplete	-	4	1	-

<b>District Judge (Magistrates' Court)</b>				
<b>Group</b>	<b>Size of eligible pool</b>	<b>Applications</b>	<b>Shortlisted applicants</b>	<b>Recommendations for appointment</b>
<b>Gender</b>				
Men	3,547	85	35	9
Women	1,695	78	22	8
Incomplete	-	2	-	-

<b>Deputy High Court Judge</b>				
<b>Group</b>	<b>Size of eligible pool</b>	<b>Applications</b>	<b>Shortlisted applicants</b>	<b>Recommendations for appointment</b>
<b>Gender</b>				
Men	60,627	195	29	11
Women	44,593	135	16	8
Prefer not to disclose	-	1	-	-
Incomplete	47	3	-	-

Summary statistics for comparator exercises					
Post	Year	Number		Proportion who are women	
		Applications	Recommendations	Applications	Recommendations
Circuit Judge	2007	304	102	34%	31%
	2008	337	84	25%	20%
	2011	274	30	11%	37%
	2012	126	25	20%	8%
	2012	293	54	31%	48%
	2014	232	53	31%	42%
	2015	236	53	14%	25%
	Recorder (Midland Circuit)	2008	363	67	27%
Recorder (Civil)	2009	495	40	23%	20%
Recorder (North West)	2011	65	6	*	*
Recorder	2011	1,366	102	37%	35%
Recorder <sup>2</sup>	2015	1,178	96	40%	56%
District Judge	2005/06	11	11	45%	45%
District Judge	2006/07	278	59	29%	34%
District Judge	2011	493	55	46%	44%
District Judge	2013	322	55	44%	53%
District Judge <sup>3</sup>	2015	189	53	49%	60%
District Judge (Magistrates' Court) England & Wales	2007/08	164	21	27%	38%
District Judge (Magistrates' Court)	2010	405	31	42%	45%
District Judge (Magistrates' Court)	2012	151	15	38%	47%
District Judge (Magistrates' Court)	2015	165	17	47%	47%

Court)					
Deputy High Court Judge, Intellectual Property Enterprise Court	2014	4	3	*	*
Deputy High Court Judge	2015	334	19	40%	42%

### Senior Judicial Statistics (JUSTICE Working Group Report)

	1995	2007	2016
Supreme Court	Female: 0% (0)	Female: 8.3% (1)	Female: 8.3% (1)
Court of Appeal	Female: 3.1% (1)	Female: 8.1% (3)	Female: 20.5% (8)
High Court	Female: 7.3% (7)	Female: 9.3% (10)	Female: 20.8% (22)
Circuit Bench	Female: 5.6% (29)	Female: 11.4% (73)	Female: 25.6% (160)

### Pools (JUSTICE Working Group Report)

	Senior Government lawyers	Senior CPS lawyers	Law professors	Solicitors' partners	Queen's Counsel	Circuit judges	Upper Tribunal judges
Women	51%	57%	30%	28%	14%	25%	34%

### International Comparators (JUSTICE Working Group Report)

	Court	Women	Total number of judges	Women as % of court
<b>New Zealand</b>	Supreme Court <sup>60</sup>	3	6	50%
<b>Germany</b>	Federal Constitutional Court <sup>61</sup>	7	16	44%
<b>Canada</b>	Supreme Court <sup>62</sup>	4	9	44%
<b>Australia</b>	High Court <sup>63</sup>	3	7	43%
<b>France</b>	Constitutional Council <sup>64</sup>	4	10	40%
<b>International Criminal Court<sup>65</sup></b>		7	18	39%
<b>Ireland</b>	Supreme Court <sup>66</sup>	4	11 <sup>67</sup>	36%
<b>Norway</b>	Supreme Court <sup>68</sup>	7	20	35%
<b>Denmark</b>	Supreme Court <sup>69</sup>	6	19	32%
<b>USA</b>	Supreme Court <sup>70</sup>	3	9 <sup>71</sup>	33%
<b>South Africa</b>	Constitutional Court <sup>72</sup>	3	9	33%

<b>ECtHR</b> <sup>73</sup>		15	47	32%
<b>Sweden</b>	Supreme Court <sup>74</sup>	5	16	31%
<b>Israel</b>	Supreme Court <sup>75</sup>	4	15	27%
<b>Italy</b>	Constitutional Court <sup>76</sup>	3	14	21%
<b>UK</b>	UK Supreme Court	1	12	8%



## 9. Bibliography

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[http://www.barcouncil.org.uk/media/379529/snapshot\\_-\\_the\\_experience\\_of\\_self\\_employed\\_women\\_at\\_the\\_bar.pdf](http://www.barcouncil.org.uk/media/379529/snapshot_-_the_experience_of_self_employed_women_at_the_bar.pdf)

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