

## MATRIX DIVERSITY DATA – 2016 COLLECTION

### Introduction

In accordance with the Bar Standards Board Handbook Equality Rules, below is a summary of the diversity data for Matrix Chambers. At Matrix, we collect diversity data from our workforce every two years. Therefore, this data reflects our workforce in February 2016. This data will be updated after our next collection in February 2018.

Please note the following:

- Our return rate for responses to the diversity data questionnaire was 94%.
- Categories that include sections with less than 10 people are omitted, in accordance with the BSB rules, unless all members of that category consented to their data being used specifically where they appear in a less than 10 category. Categories or sections of categories with less than 10 individuals are not included without consent as in those small categories there is a high risk of those individuals being identified. This is known by the BSB as the “less than 10” rule.
- Data is collected in relation to the following eight categories:
  1. Gender
  2. Disability
  3. Age
  4. Ethnicity
  5. Socio-economic background: first generation to attend university
  6. Socio-economic background: state or fee paying school
  7. Caring responsibilities: child’s primary carer
  8. Other caring responsibilities

### *Publishable categories*

The data is divided by: All Matrix, All Members, QC, Junior, Staff Managers, Other Staff

- Gender
- Disability
- Age
- Ethnicity
- Socio-economic background: first generation to attend university
- Socio-economic background: state or fee paying school
- Caring responsibilities: child’s primary carer
- Other caring responsibilities

Each category appears on a separate page and begins on the overleaf.

## OVERALL: MATRIX

Gender

M: 64

F: 50

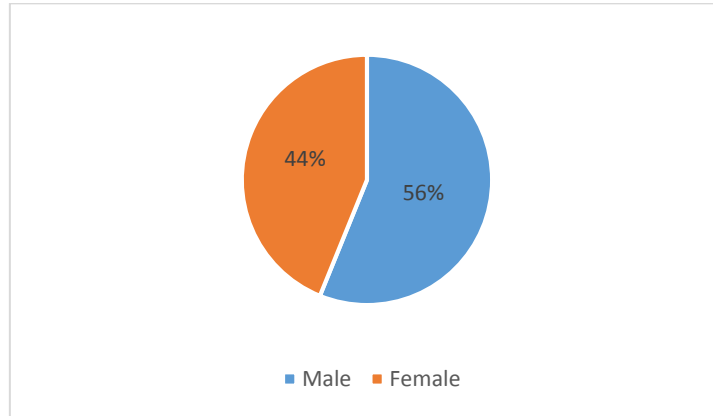


Figure 1: Matrix – Gender

Disability

We are unable to publish data relating to disability due to the “less than 10” rule

Age

16-24: 3

25-34: 28

35-44: 32

45-54: 34

55-64: 13

65+: 3

Prefer not to say (PNTS): 1

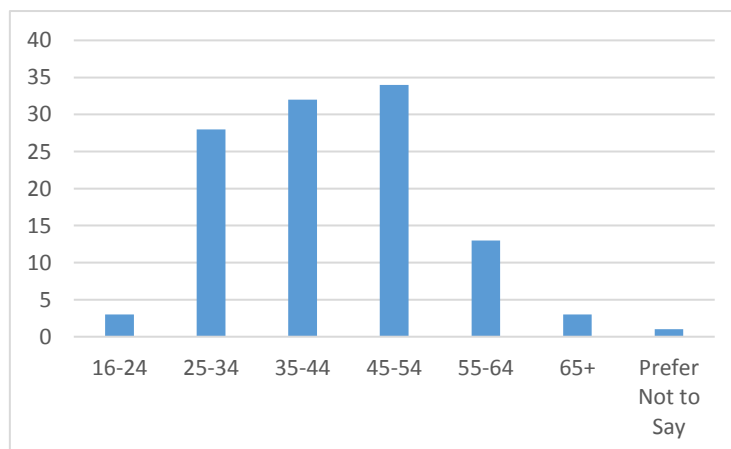


Figure 2: Matrix – Age

Ethnicity

White British/English/Welsh/Northern Irish/Scottish: 81

Other white background: 18

BAME: 15

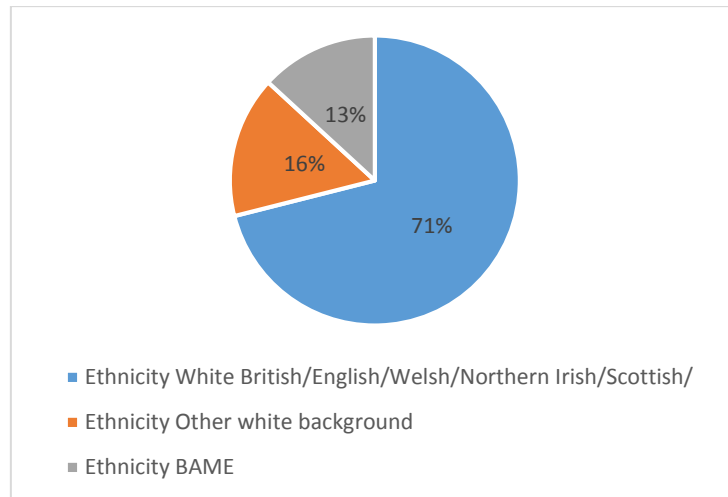


Figure 3: Matrix - Ethnicity

Socio-economic background: first generation to attend university

Yes: 42

No: 58

Did not attend university: 13

PNTS: 1

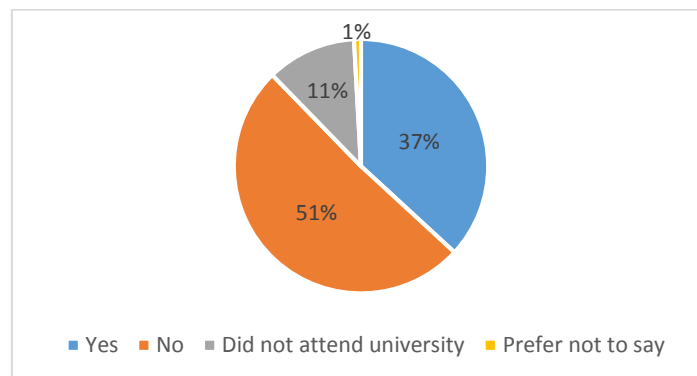


Figure 4: Matrix - First generation to attend university

Socio-economic background: state or fee paying school

State: 67

Fee: 29

Outside UK: 17

PNTS: 1

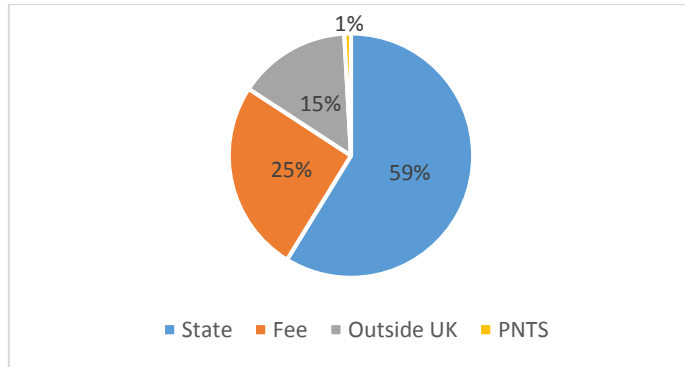


Figure 5: Matrix - State or fee paying school

Caring: Primary child carer

Yes: 32

No: 82

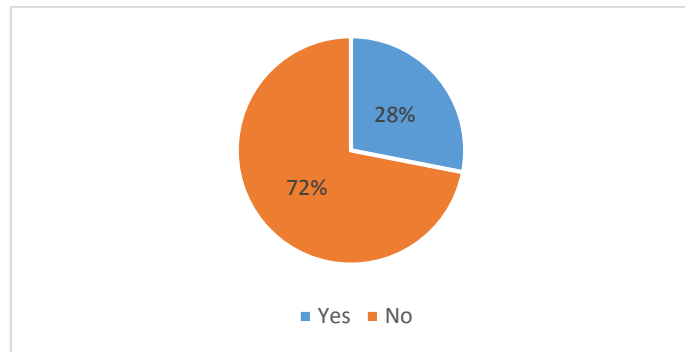


Figure 6: Matrix - Primary child carer

Caring: Other caring responsibilities

Yes, 1-19 hours: 18

Yes, 20-49 hours: 2

Yes, 50 or more: 1

No: 92

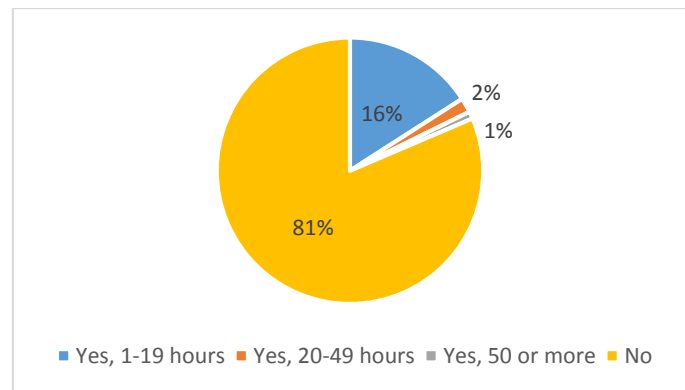


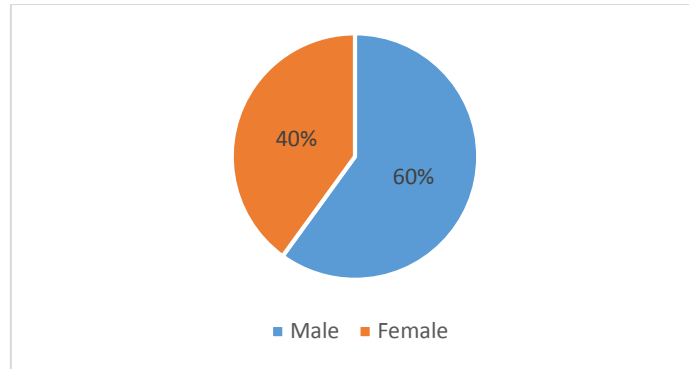
Figure 7: Matrix - Other caring responsibilities

**OVERALL: MEMBERS**

Gender

M: 48

F: 32



*Figure 8: All Members – Gender*

Disability

We are unable to publish this data due to the “less than 10” rule.

Age

16-24: 1

25-34: 11

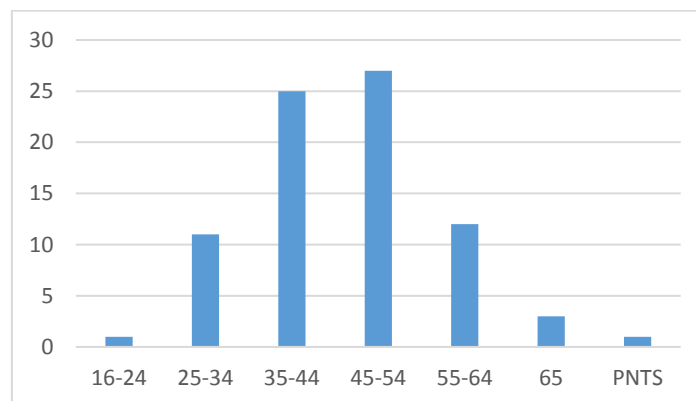
35-44: 25

45-54: 27

55-64: 12

65+: 3

PNTS: 1



*Figure 9: All Members – Age*

Ethnicity

White British/English/Welsh/Northern Irish/Scottish: 52

Other white background: 16

BAME: 12

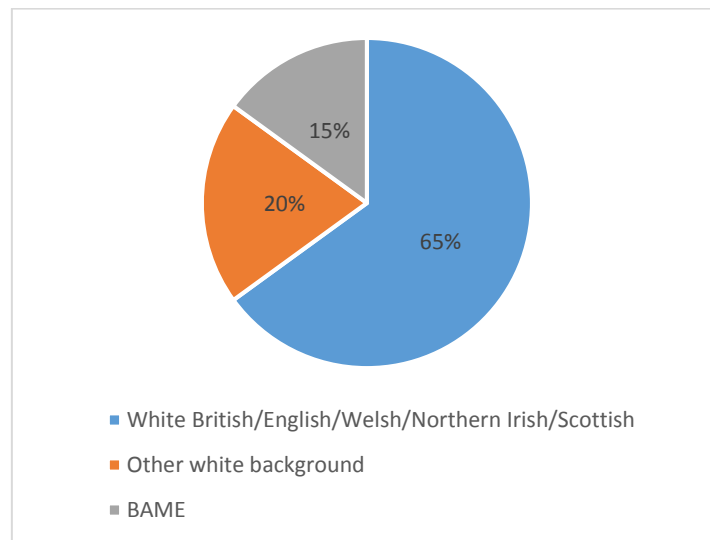


Figure 10: All Members – Ethnicity

Socio-economic background: first generation to attend university

Yes: 31

No: 47

Did not attend university: 1

PNTS: 1

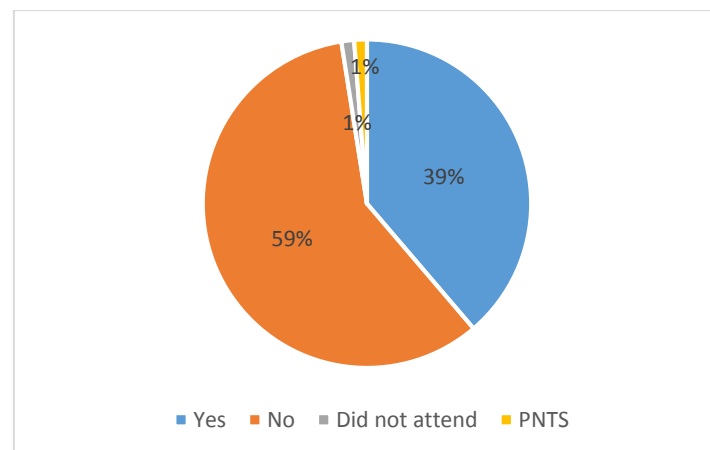


Figure 11: All Members - First generation to attend university

Socio-economic background: state or fee paying school

State: 41

Fee: 26

Attended outside UK: 13

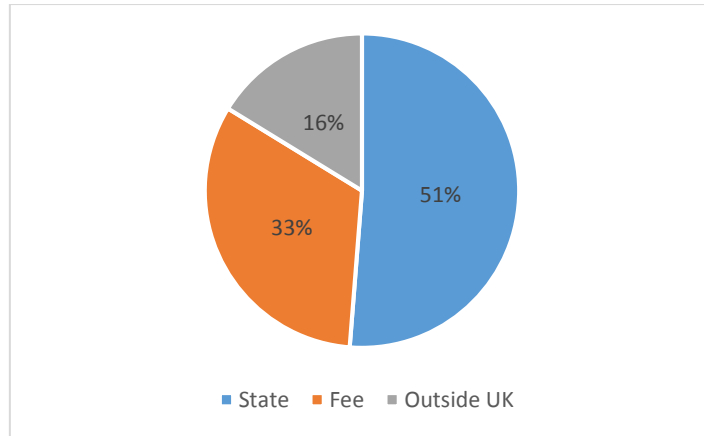


Figure 12: All Members - State or fee paying school

Caring: Primary child carer

Yes: 23

No: 57

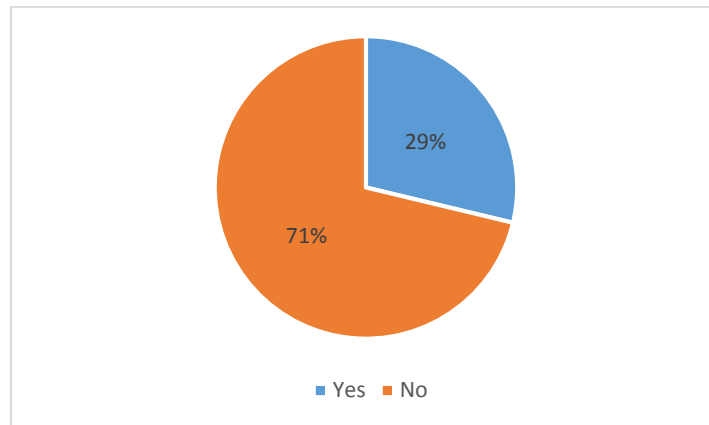


Figure 13: All Members - Primary child carer

Caring: Other caring responsibilities

Yes, 1-19:

Yes, 20-49:

Yes, 50 or more:

No: 64

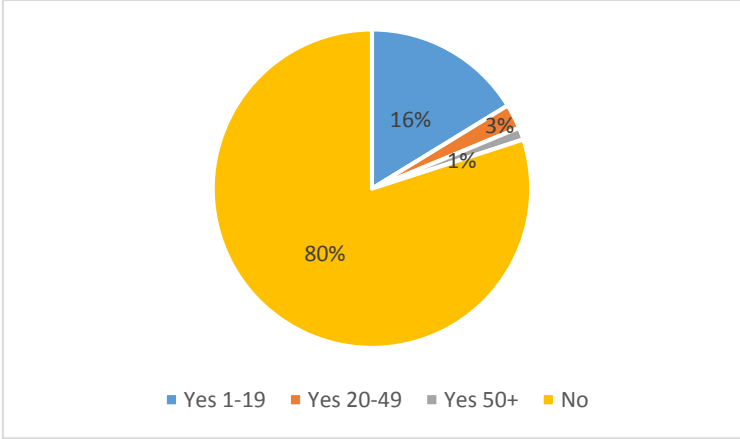


Figure 14: All Members - Other caring responsibilities



## QC, INCL QC ACADEMIC AND ASSOCIATE MEMBERS

Gender

M: 25

F: 4

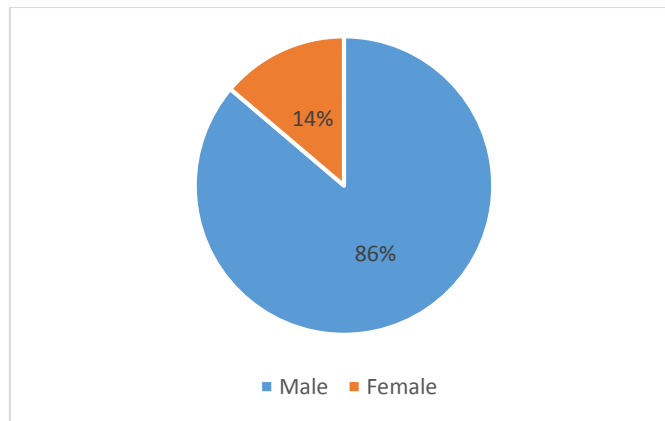


Figure 15: QC – Gender

Disability

Our data on disability is unable to be published due to the “less than 10” rule.

Age

16-24: 0

25-34: 0

35-44: 4

45-54: 16

55-64: 7

65+: 1

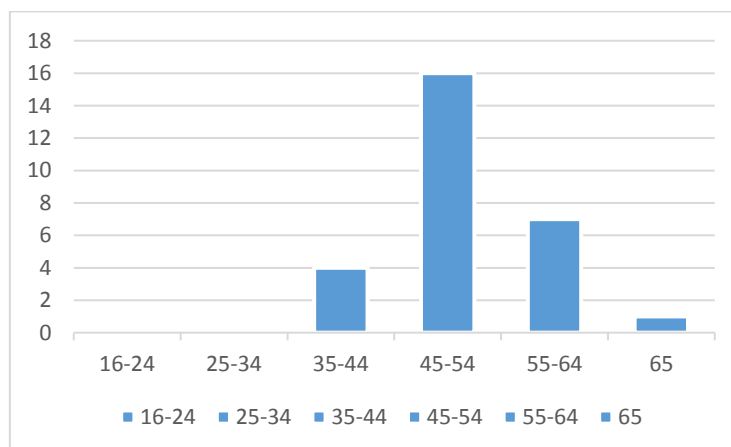


Figure 16: QC – Age

Ethnicity

White British/English/Welsh/Northern Irish/Scottish: 22

Other white background: 4

BAME: 3

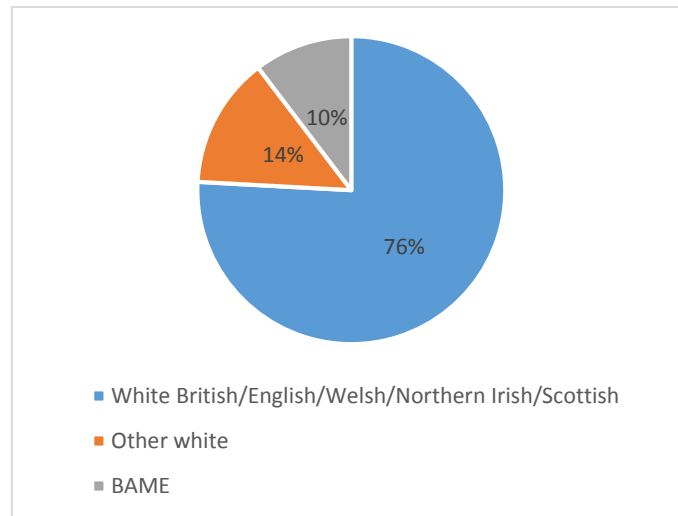


Figure 17: QC - Ethnicity

Socio-Economic Background: First generation to go to university

Yes: 16

No: 13

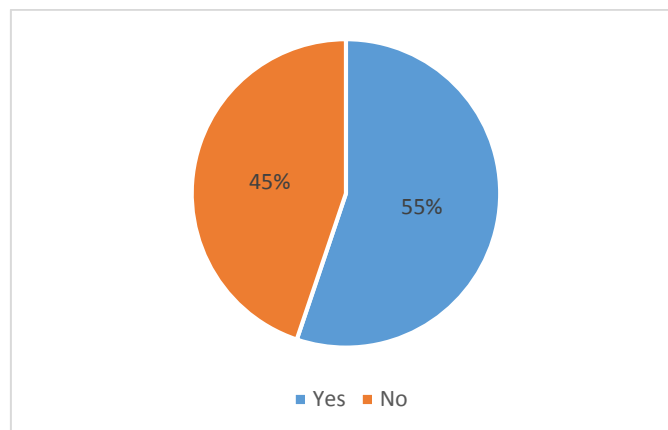


Figure 18: QC - First generation to go to university

Socio-Economic Background: State or Fee Paying School

State: 18

Fee: 9

Outside UK: 2

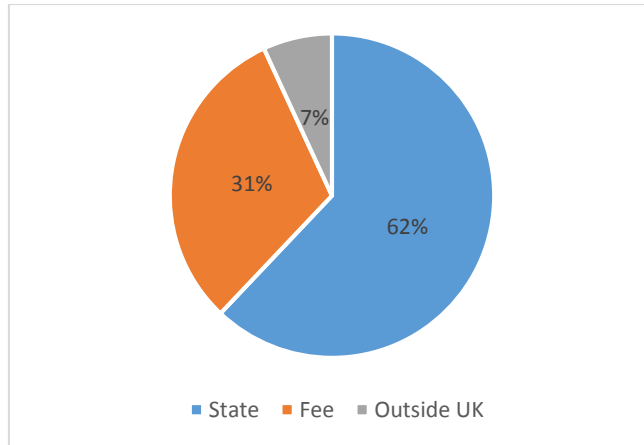


Figure 19: QC - State or Fee paying school

Caring: Primary Child Carer

Yes: 5

No: 24

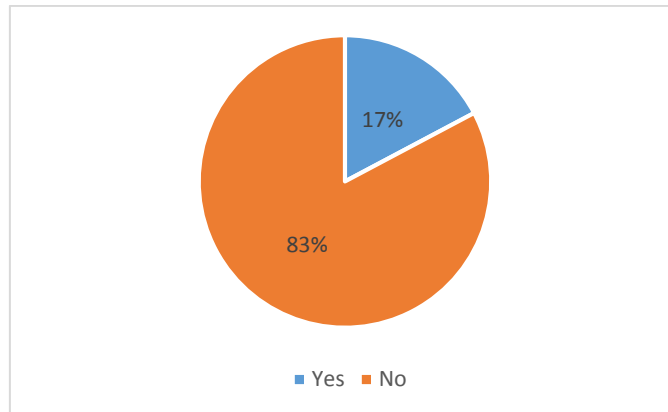


Figure 20: QC - Primary child carer

Caring: Other Caring Responsibilities

Yes, 1-19 hours: 5

Yes, 20-49 hours: 1

No: 23

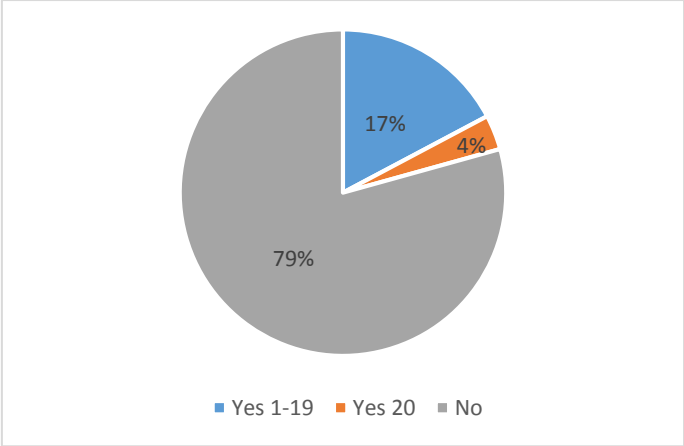


Figure 21: QC - Other caring responsibilities

## JUNIOR, INCL JUNIOR ACADEMIC AND ASSOCIATE MEMBERS

Gender

M: 23

F: 28

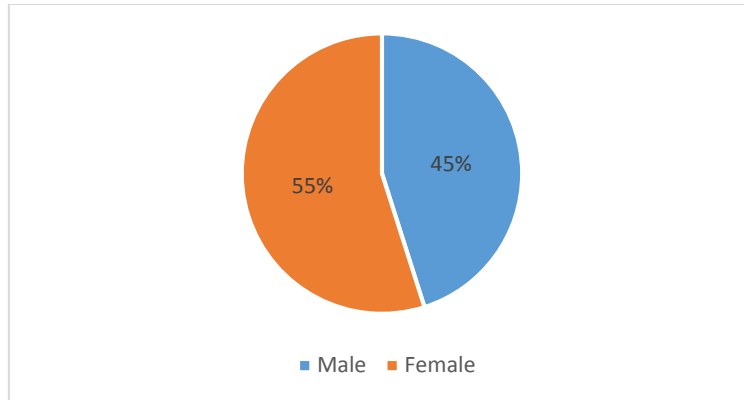


Figure 22: Juniors - Gender

Disability

Our data on disability is unable to be published due to the “less than 10” rule

Age

16-24: 1

25-34: 11

35-44: 21

45-54: 10

55-64: 5

65+: 2

Prefer not to say: 1

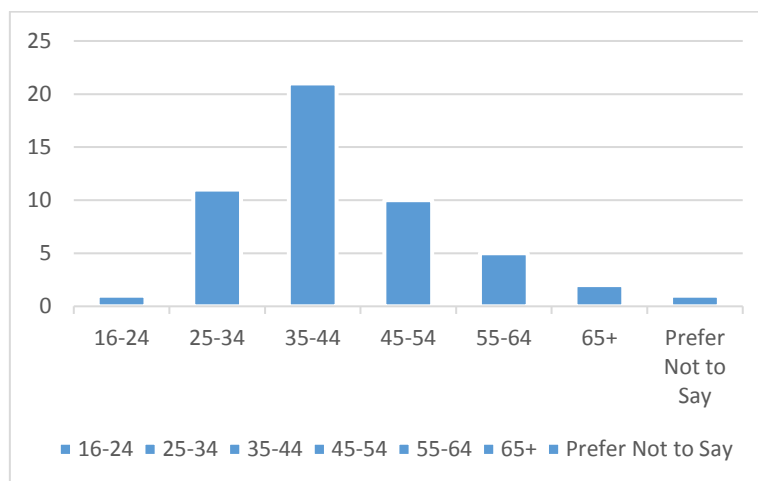


Figure 23: Juniors – Age

Ethnicity

We are unable to publish data in this category due to the “less than 10” rule.

Socio-economic background – first generation to go to university

Yes: 15

No: 34

Did not attend university: 1

Prefer not to say: 1

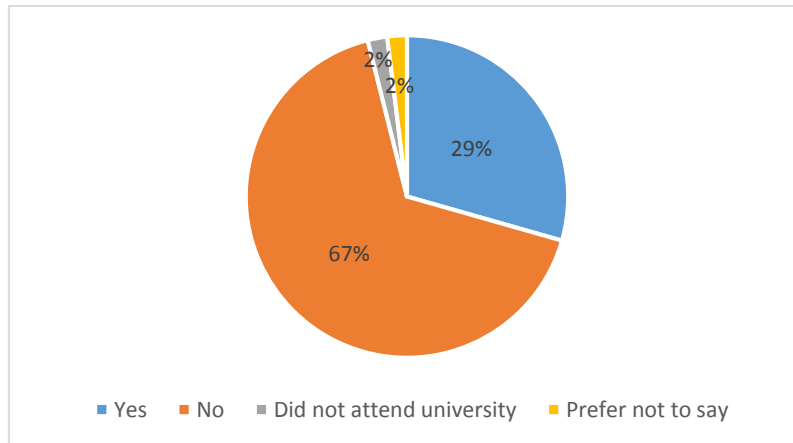


Figure 24: Juniors - First generation to go to university

Socio-economic background – attended a state or fee paying school?

State: 23

Fee: 17

Attended a school outside the UK: 11

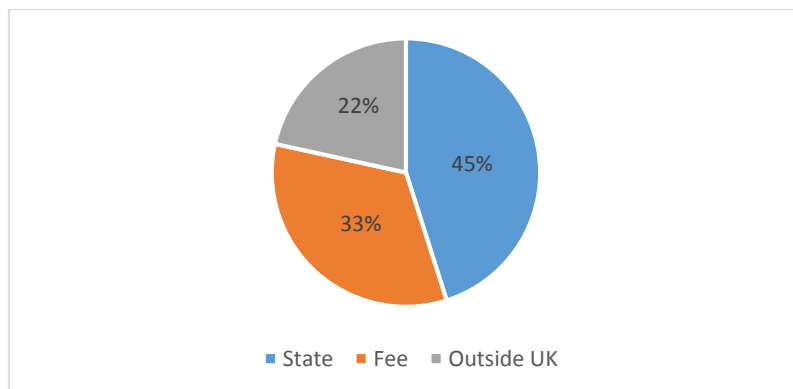


Figure 25: Juniors - State or fee paying school

Caring: Primary Child Carer

Yes: 18

No: 33

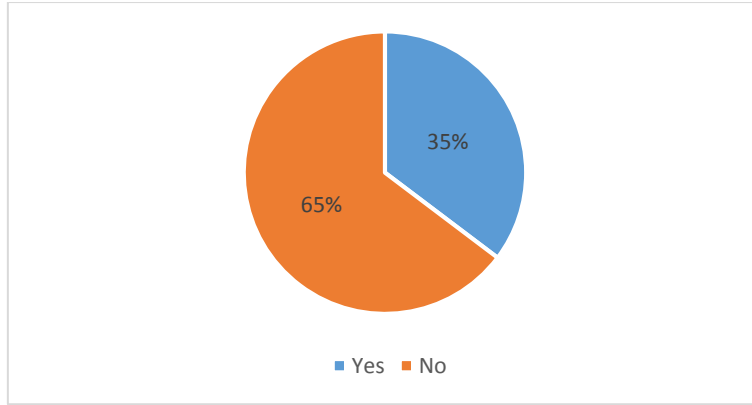


Figure 26: Juniors - Primary child care

Caring: Other Caring Responsibilities

Yes, 1-19 hours: 5

Yes, 20-49 hours: 1

Yes, 50 or more: 1

No: 23

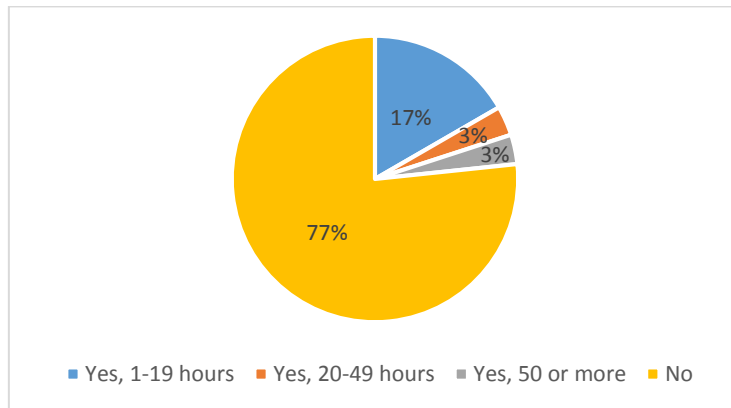


Figure 27: Juniors - Other caring responsibilities

## **TRAINEES**

We will not publish the data for this group as the individuals will be easily identifiable, although both consented to their data being published.



## STAFF MANAGERS (SMT)

Gender

M: 6

F: 4

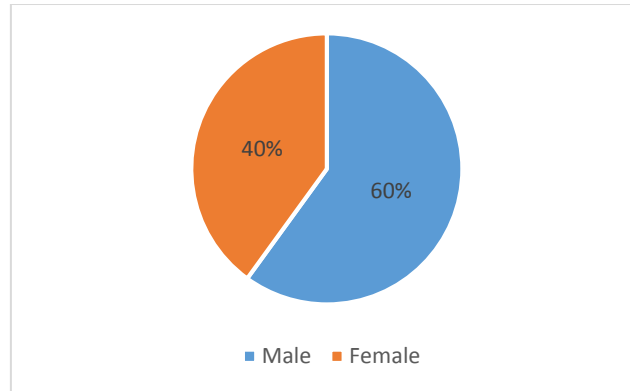


Figure 28: SMT - Gender

Age

16-24: 0

25-34: 4

35-44: 1

45-54: 5

55-64: 0

65+: 0

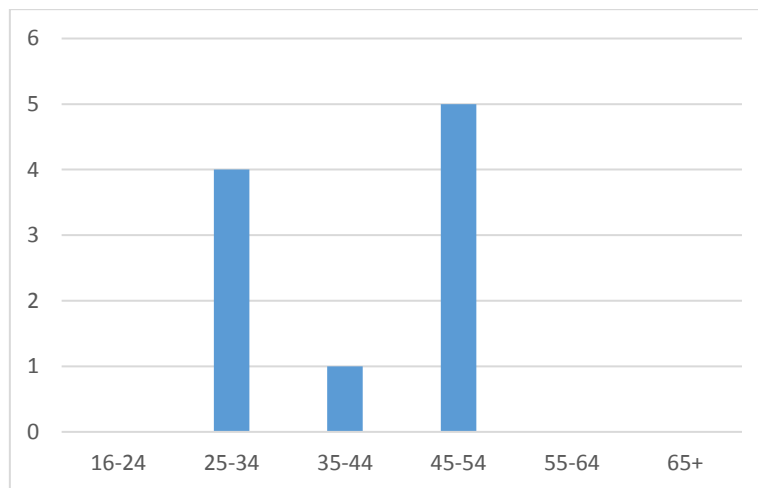


Figure 29: SMT - Age

Disability

Disability: 0

No disability: 10

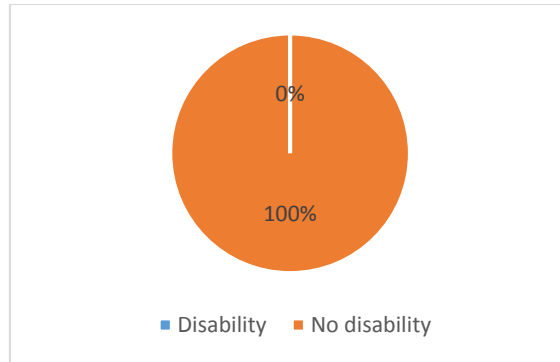


Figure 30: SMT - Disability

Ethnicity

White British/English/Welsh/Northern Irish/Scottish: 10

Other white background: 0

BAME: 0

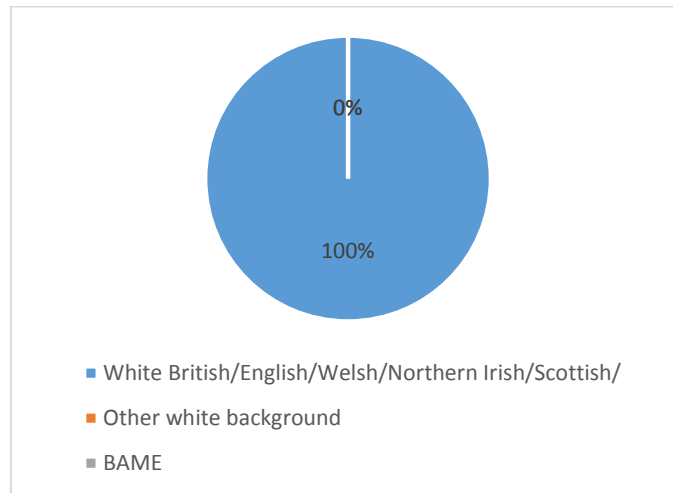


Figure 31: SMT - Ethnicity

Socio-economic background – first generation to go to university

Yes: 3

No: 4

Did not attend university: 3

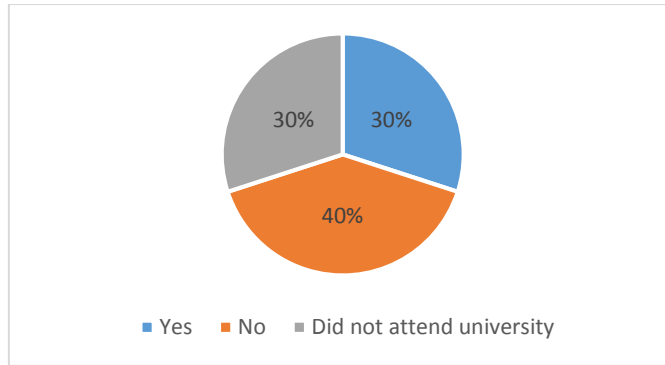


Figure 32: SMT - First generation to go to university

Socio-economic background: state or fee paying school

State: 9

Fee: 1

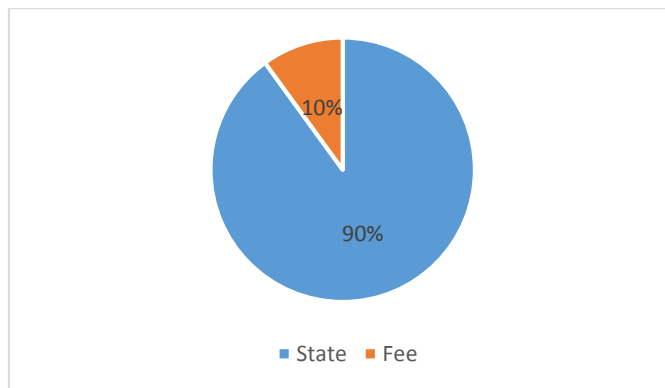


Figure 33: SMT - State or fee paying school

Caring: primary child carer

Yes: 5

No: 5

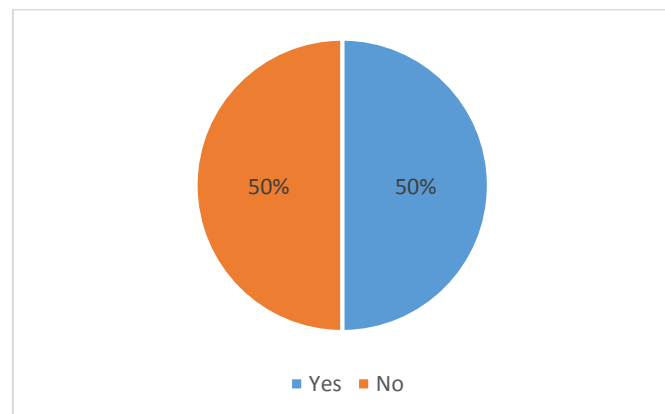


Figure 34: SMT - Primary child carer

Caring: other caring responsibilities

Yes, 1-19 hours: 1

No: 9

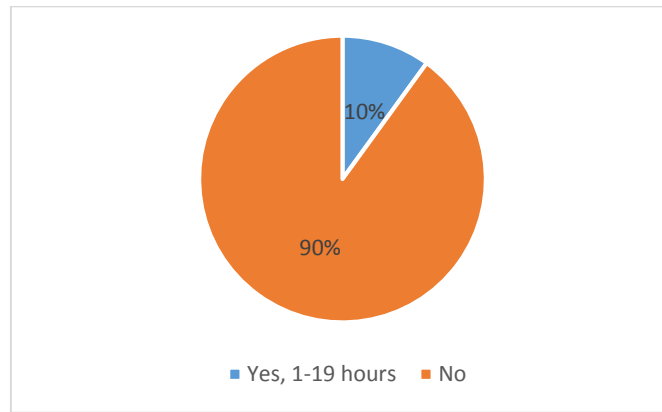


Figure 35: SMT - Other caring responsibilities

## ALL STAFF

Gender

M: 13

F: 17

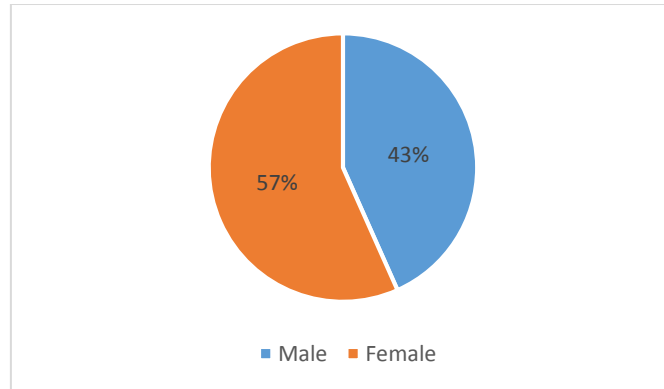


Figure 36: All Staff - Gender

Age

16-24: 2

25-34: 13

35-44: 7

45-54: 7

55-64: 1

65+: 0

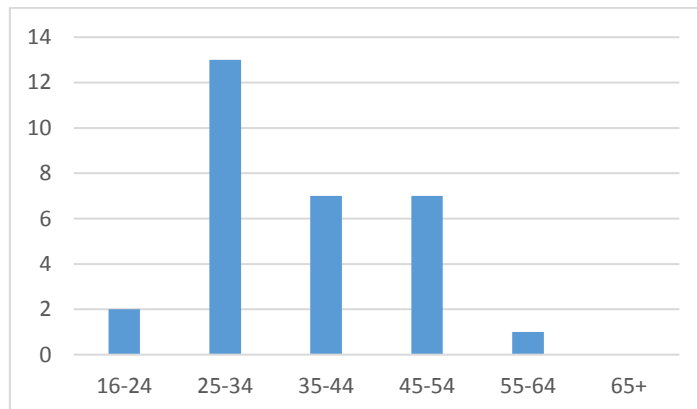


Figure 37: All Staff - Age

Disability: 1

No Disability: 29

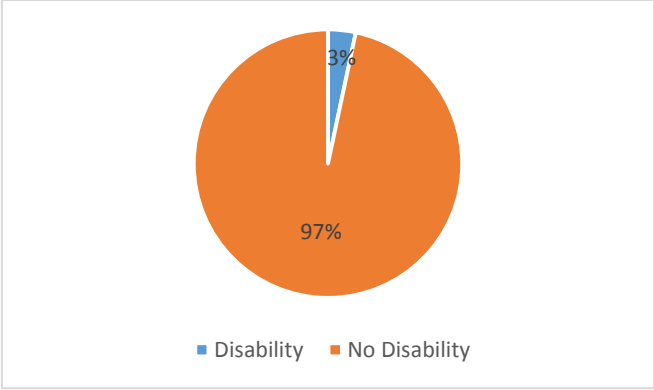


Figure 38: All Staff – Disability

Ethnicity

White British/English/Welsh/Northern Irish/Scottish: 25

Other white background: 2

BAME: 3

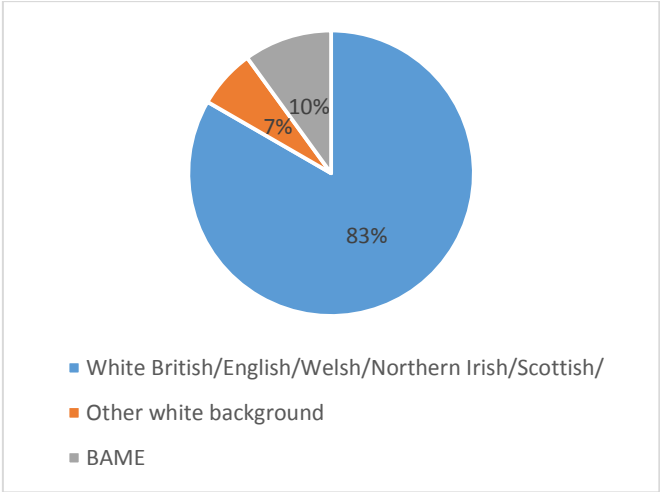


Figure 39: All Staff – Ethnicity

Socio-economic background – attended a state or fee paying school?

State: 23

Fee: 3

Outside the UK: 3

PNTS: 1

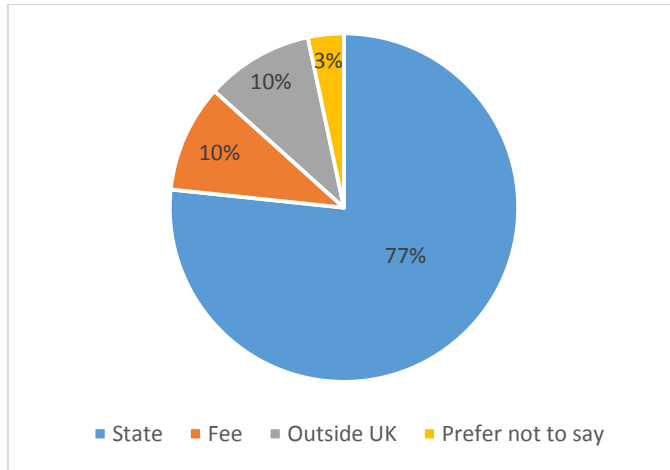


Figure 40: All Staff - State or fee paying school

Caring: Primary Child Carer

Yes: 22

No: 8

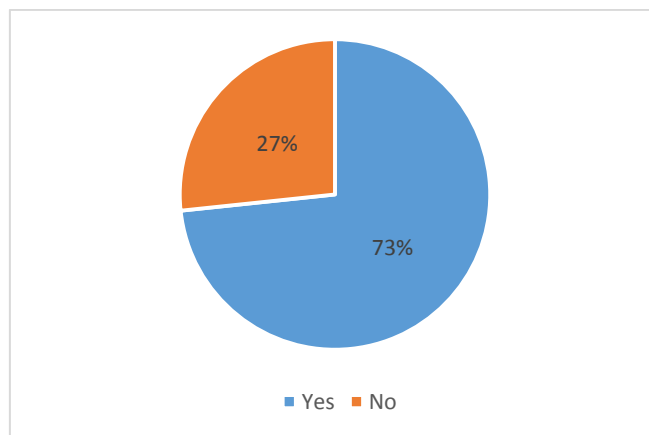


Figure 41: All Staff - Primary child carer