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Matrix Diversity Data:  
2018 Collection

## Introduction

In accordance with the Bar Standards Board Equality Rules, below is a summary of the diversity data for Matrix Chambers. At Matrix we collect data from our workforce every two years. Therefore, this data in February 2018. This data will be updated after our next collection in February 2020.

Please note the following:

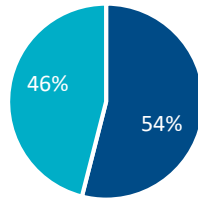
- Our return rate for responses to the diversity data questionnaire was 86%
- The Data Diversity Policy and the Bar Standards Board requirements provide that data will not be published where there are fewer than ten individual within a particular job category with the same relevant characteristic, unless each such individual has consented. The entry 'unable to publish' reflects the application of this restriction.
- Data is collected in 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. Caring responsibilities: other
- The data is divided by: All Matrix, all members, QCs, juniors, staff managers, other staff and begins on the following page

**Overall: Matrix**

**GENDER**

M: 61

F: 52



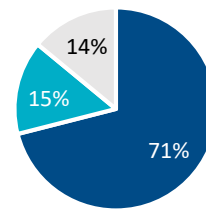
■ male ■ female

**ETHNICITY**

White British/English/Welsh/Northern Irish/Scottish: 76

Other white background: 16

BAME: 15



■ White British ■ Other white ■ BAME

**DISABILITY**

Unable to publish

**AGE**

16-24 5

25-34 28

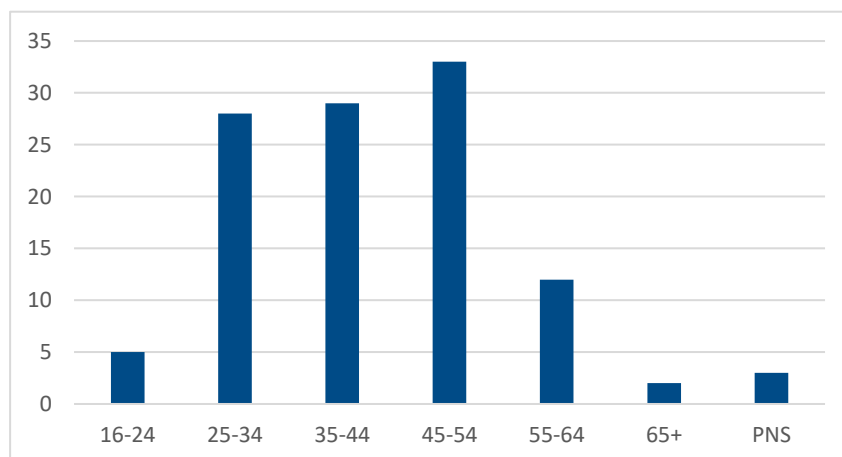
35-44 29

45-54 33

55-64 12

65+ 2

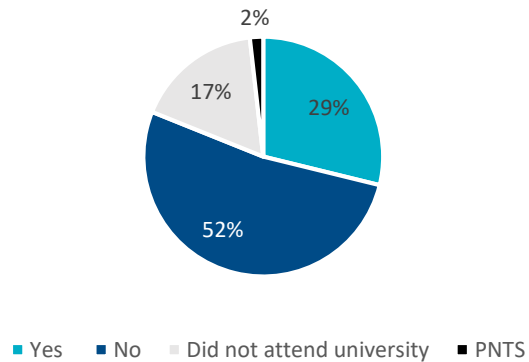
PNS 3



**Overall: Matrix Contd**

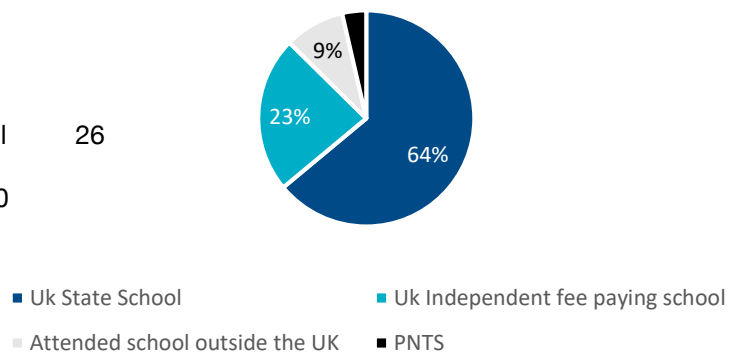
**SOCIO ECONOMIC BACKGROUND: First generation to attend university**

Yes	32
No	58
Did not attend university	19
PNTS	2



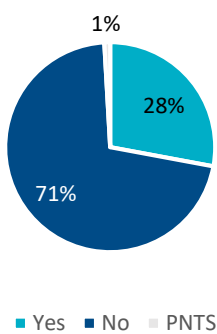
**SOCIO ECONOMIC BACKGROUND: State or fee paying school**

UK State School	71
UK Independent fee paying school	26
Attended school outside the UK	10
PNTS	4



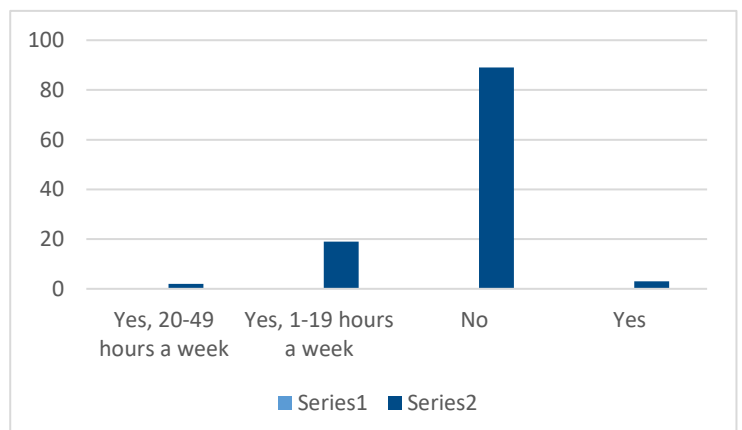
**CARING: Primary child carer**

Yes	31
No	79
PNTS	1



**CARING: Other caring responsibilities**

Yes, 20-49 hours a week	2
Yes, 1-19 hours a week	19
No	89
Yes	3

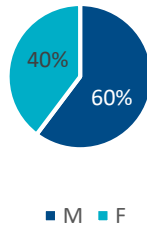


**Overall: Members**

**GENDER**

M: 44

F: 29



**ETHNICITY**

Unable to publish

**DISABILITY**

Unable to publish

**AGE**

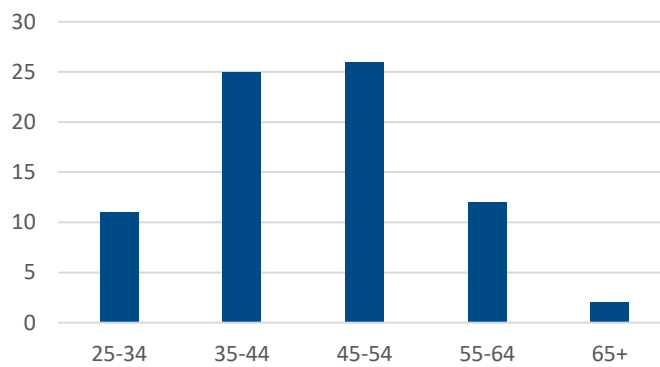
25-34 11

35-44 25

45-54 26

55-64 12

65+ 2

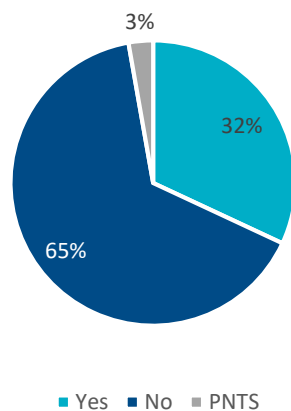


**SOCIO ECONOMIC BACKGROUND: First generation to attend university**

Yes 23

No 47

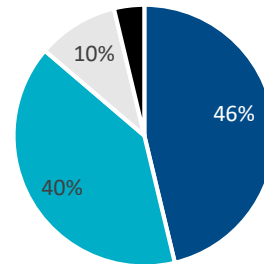
PNTS 2



## Overall: Members Contd

### SOCIO ECONOMIC BACKGROUND: State or fee paying school

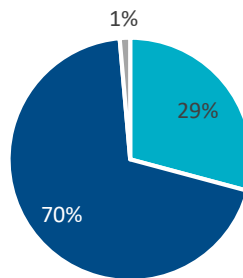
UK State School	37
Uk Independent fee paying school	32
Attended school outside the UK	8
PNTS	3



■ UK State School      ■ Uk Independent fee paying school  
■ Attended school outside the UK      ■ PNTS

### CARING: Primary child carer

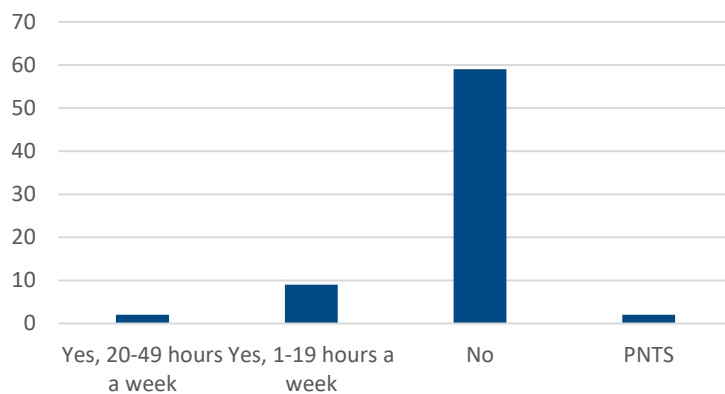
Yes	21
No	50
PNTS	1



■ Yes      ■ No      ■ PNTS

### CARING: Other caring responsibilities

Yes, 20-49 hours a week	2
Yes, 1-19 hours a week	9
No	59
PNTS	2

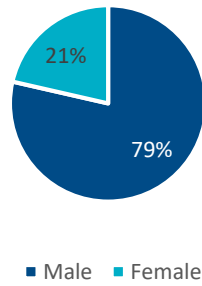


**QC**

**GENDER**

M: 22

F: 6

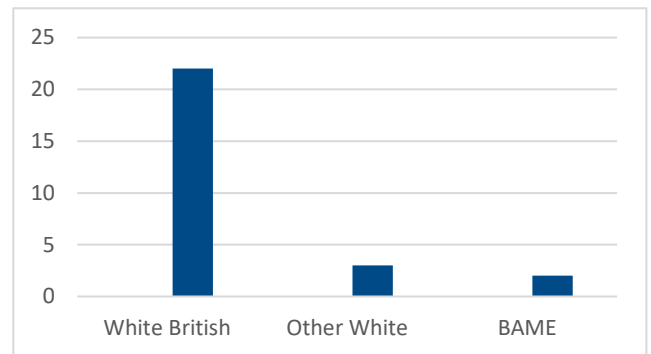


**ETHNICITY**

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

Other White 3

BAME 2



**DISABILITY**

None considered to have a disability under the Equality Act.

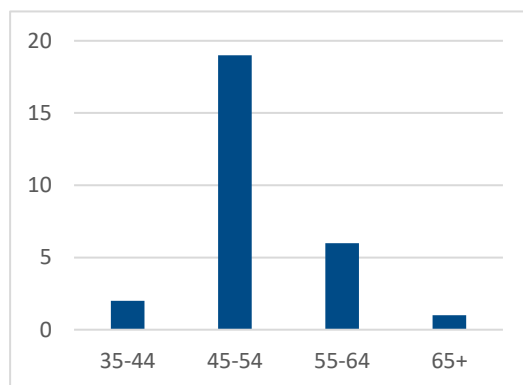
**AGE**

35-44 2

45-54 19

55-64 6

65+ 1

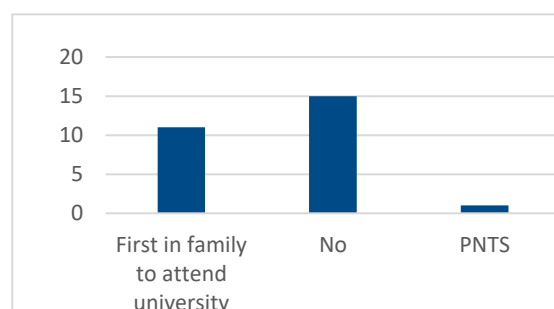


**SOCIO ECONOMIC BACKGROUND: First generation to attend university**

First generation in family to attend university 11

No 15

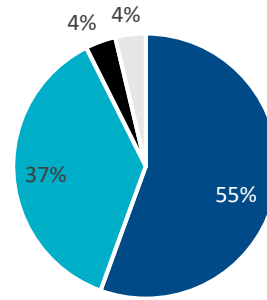
PNTS 1



**QC Contd**

**SOCIO ECONOMIC BACKGROUND: State or fee paying school**

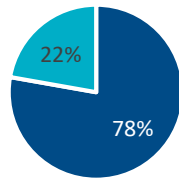
UK State School	15
UK Independent fee paying School	10
Attended school outside UK	1
PNTS	1



- UK State School
- Uk Independent fee paying School
- Attended school outside UK
- PNTS

**CARING: Primary child carer**

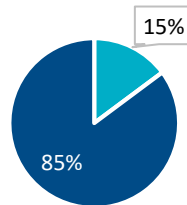
No	21
Yes	6



- No
- Yes

**CARING: Other caring responsibilities**

Yes, 1-19 hours per week	4
No	23



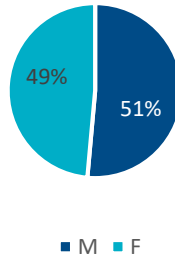
- Yes, 1-19 hours per week
- No



## Junior

### GENDER

M	18
F	17



### ETHNICITY

Unable to publish

### DISABILITY

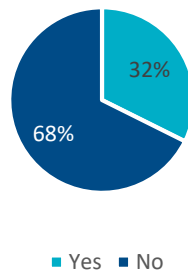
Unable to publish

### AGE

Unable to publish

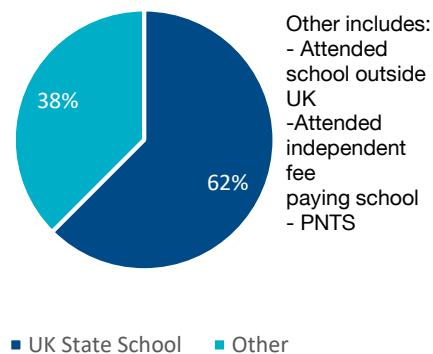
### SOCIO ECONOMIC BACKGROUND: First generation to attend university

Yes	11
No	23



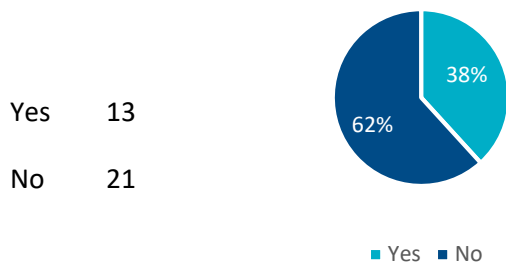
### SOCIO ECONOMIC BACKGROUND: State or fee paying school

UK State School	20
Other	12



### Junior Contd

CARING: Primary child carer



CARING: Other caring responsibilities

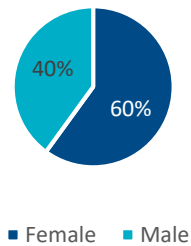
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### Staff Senior Management

GENDER

Female 6

Male 4



ETHNICITY

British/English/Welsh/Northern Irish/Scottish 10

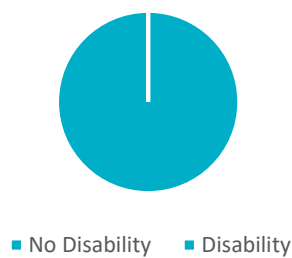
BAME 0



DISABILITY

No disability 10

Disability 0

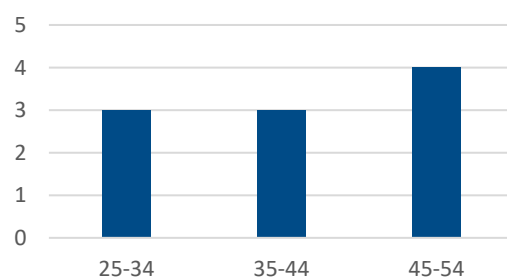


AGE

25-34 3

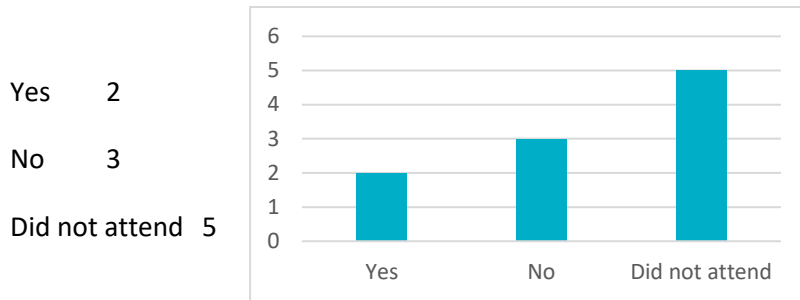
35-44 3

45-54 4

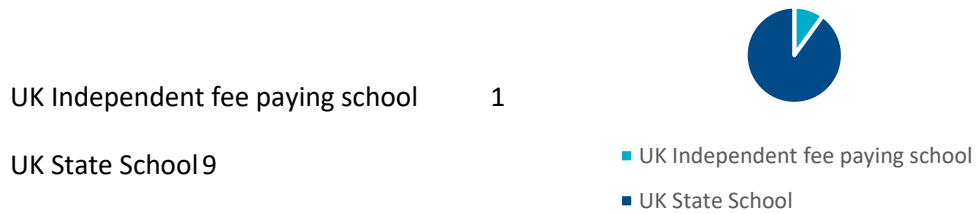


**Staff Senior Management Contd**

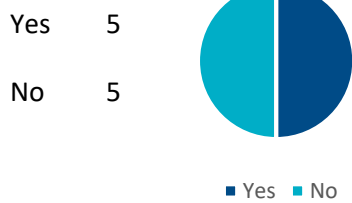
SOCIO ECONOMIC BACKGROUND: First generation to attend university



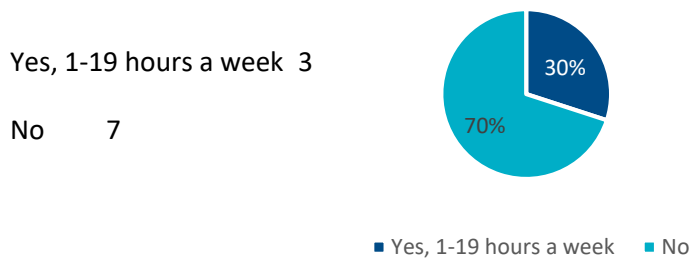
SOCIO ECONOMIC BACKGROUND: State or fee paying school



CARING: Primary child carer



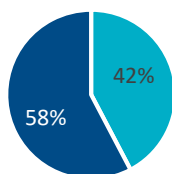
CARING: Other caring responsibilities



**Other staff (not senior management)**

GENDER

M	11
F	15



■ M ■ F

ETHNICITY

Unable to publish

DISABILITY

Unable to publish

AGE

Unable to publish

SOCIO ECONOMIC BACKGROUND: First generation to attend university

Unable to publish

SOCIO ECONOMIC BACKGROUND: State or fee paying school

Unable to publish

CARING: Primary child carer

Unable to publish

CARING: Other caring responsibilities

Unable to publish