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Matrix Diversity Data:  
2020 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. This data was collected in February 2020 and will be updated after our next collection in 2022.

Please note the following:

- Our return rate for responses to the diversity data questionnaire was 89%.
- The Data Diversity Policy and the Bar Standards Board requirements provide that data will not be published where there are fewer than ten individuals within a particular job category with the same relevant characteristic, unless each such individual has consented.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 ten categories:
  1. Gender
  2. Disability
  3. Age
  4. Ethnicity
  5. Religion or belief
  6. Sexual orientation
  7. Socio-economic background: first generation to attend university
  8. Socio-economic background: state or fee-paying school
  9. Caring responsibilities: child's primary carer
  10. Caring responsibilities: other
- The data is divided into: all Matrix, all members, QCs, juniors, staff managers, other staff, and begins on the following page.

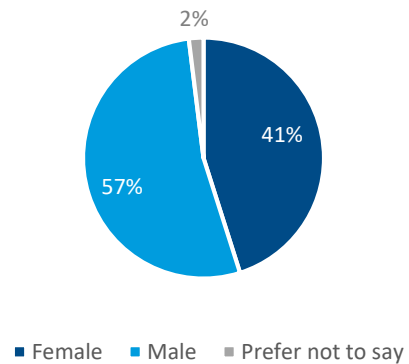
## Overall: Matrix

### GENDER

Female: 46

Male: 63

Prefer not to say: 2



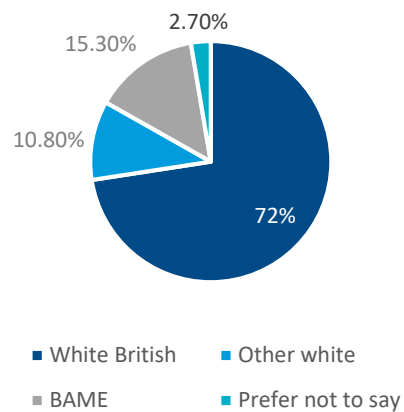
### ETHNICITY

White British/English/Welsh/Northern Irish/Scottish: 80

Other white background: 12

Black, Asian or from another minority ethnic group ("BAME"): 17

Prefer not to say: 3



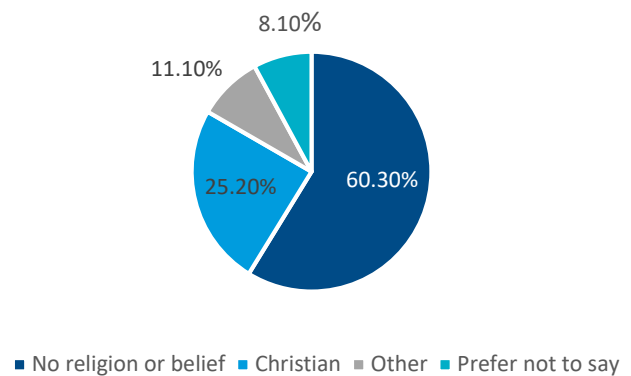
### RELIGION OR BELIEF

No religion or belief: 67

Christian: 28

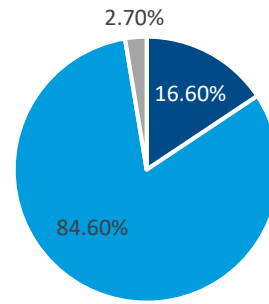
Other religions: 10

Prefer not to say: 9



### SEXUAL ORIENTATION

Lesbian/Gay/Bisexual: 15  
Heterosexual/straight: 93  
Prefer not to say: 5



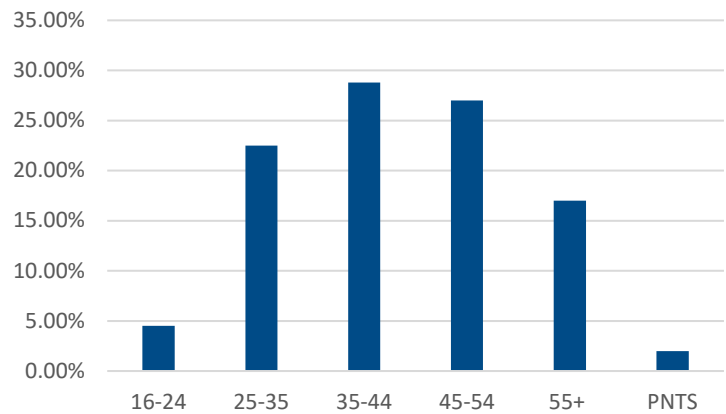
■ Lesbian/Gay/Bisexual ■ Heterosexual/straight ■ Prefer not to say

### DISABILITY

Unable to publish

### AGE

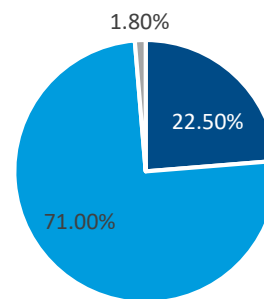
16-24: 4  
25-34: 24  
35-44: 31  
45-54: 31  
55 +: 19  
Prefer not to say: 3



### SOCIO ECONOMIC BACKGROUND:

#### First generation to attend university

Yes: 25  
No (includes did not attend university): 79  
Prefer not to say: 2



■ Yes ■ No ■ PNTS

**SOCIO ECONOMIC BACKGROUND:**

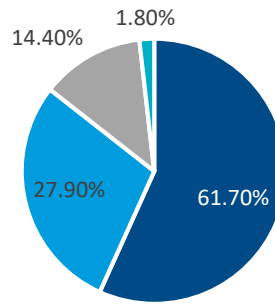
**State or fee-paying school**

UK State school: 63

UK Independent fee-paying school: 31

Attended school outside the UK: 16

Prefer not to say: 2



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

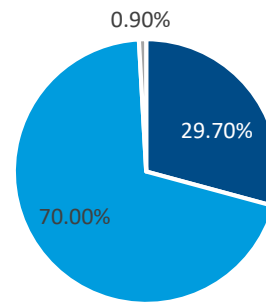
**CARING:**

**Primary child carer**

Yes: 33

No: 78

Prefer not to say: 1



- Yes
- No
- PNTS

**CARING:**

**Other caring responsibilities**

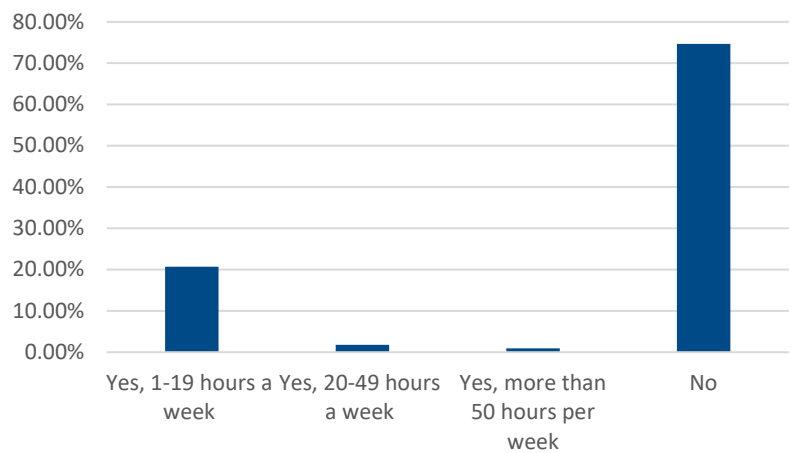
Yes, 1-19 hours per week: 23

Yes, 20-49 hours per week: 2

Yes, more than 50 hours per week: 1

No: 83

Prefer not to say: 3



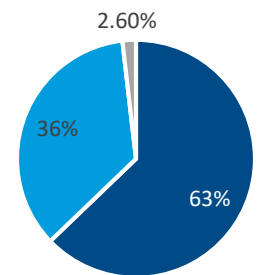
## Overall: Members

### GENDER

Female: 27

Male: 47

Prefer not to say: 2



■ Male ■ Female ■ PNTS

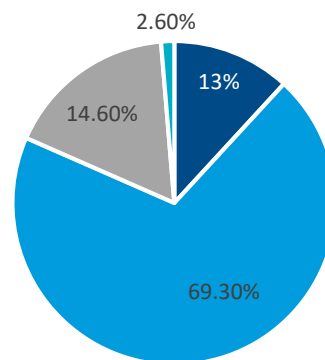
### ETHNICITY

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

Other white background: 11

Black, Asian or from another minority ethnic group ("BAME"): 10

Prefer not to say: 2



■ BAME ■ White British ■ White other ■ PNTS

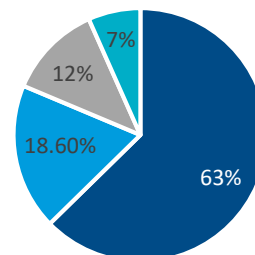
### RELIGION OR BELIEF

No religion or belief: 47

Christian: 14

Other religions: 9

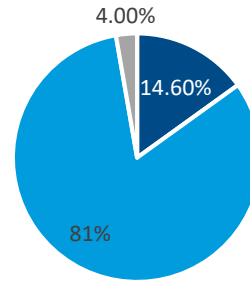
Prefer not to say: 5



■ No religion or belief ■ Christian ■ Other religion ■ PNTS

### SEXUAL ORIENTATION

Lesbian/Gay/Bisexual: 11  
Heterosexual/straight: 61  
Prefer not to say: 3



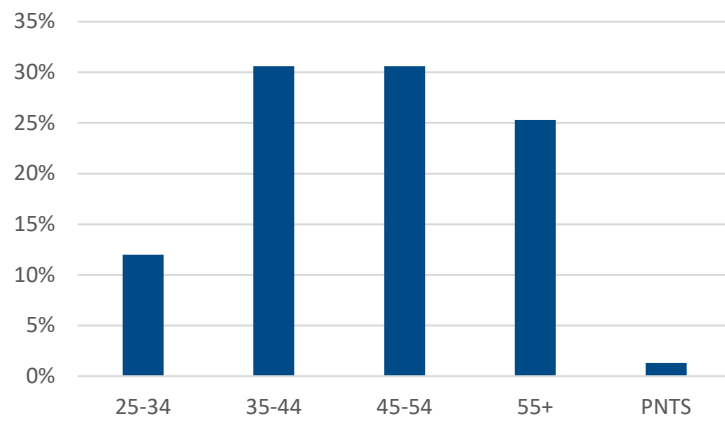
■ Lesbian/Gay/Bisexual ■ Heterosexual/straight ■ PNTS

### DISABILITY

Unable to publish

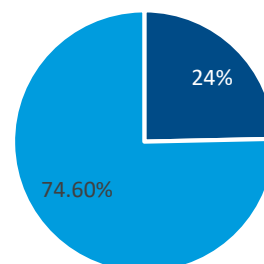
### AGE

25-34: 9  
35-44: 23  
45-54: 23  
55+: 19  
Prefer not to say: 1



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

Yes :18  
No: 56  
Prefer not to say: 1



■ Yes ■ No

**SOCIO ECONOMIC BACKGROUND:**

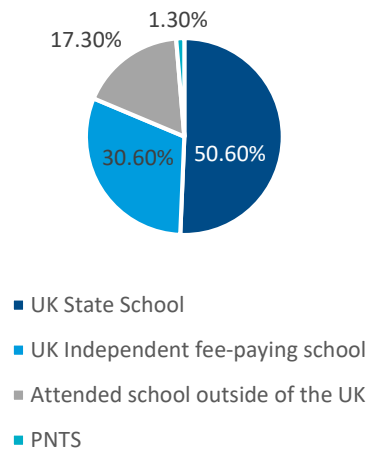
**State or fee-paying school**

UK State School: 38

UK Independent fee-paying school: 23

Attended school outside the UK: 13

Prefer not to say: 1



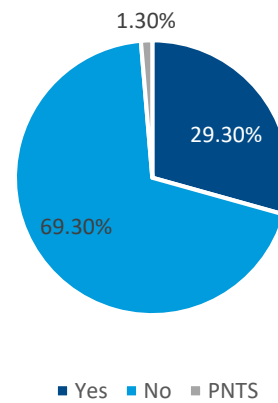
**CARING:**

**Primary child carer**

Yes: 22

No: 52

Prefer not to say: 1



**CARING:**

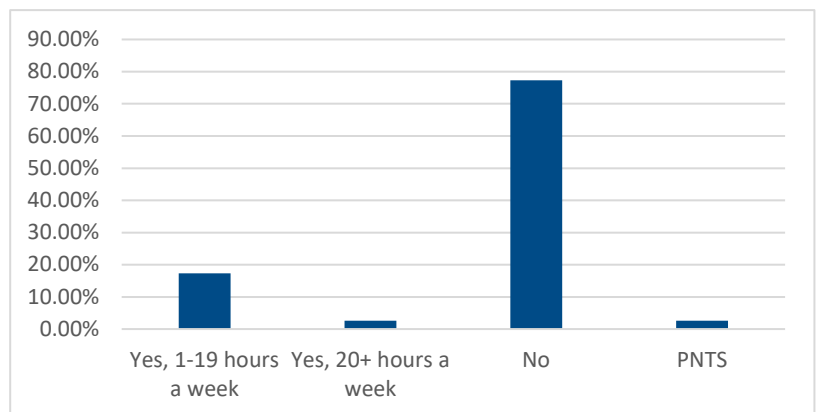
**Other caring responsibilities**

Yes, 1-19 hours a week: 13

Yes, 20 + hours a week: 2

No: 58

Prefer not to say: 2





## QCs

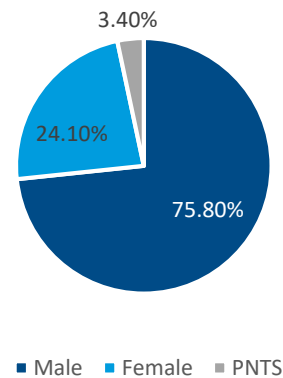
All QCs agreed to publishing when they are in a category with fewer than 10, so we have permission to publish all these figures.

### GENDER

Female: 7

Male: 22

Prefer not to say: 1



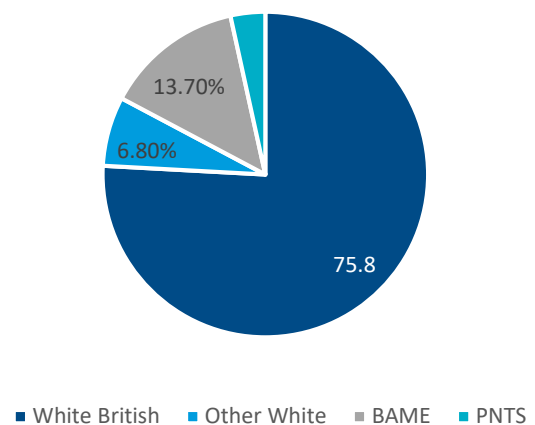
### ETHNICITY

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

Other white background: 2

Black, Asian or from another minority ethnic group ("BAME"): 4

Prefer not to say: 1



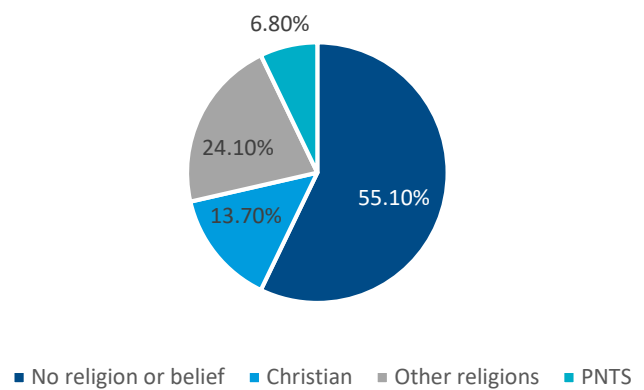
### RELIGIOUS BELIEF

No religion or belief: 16

Christian: 4

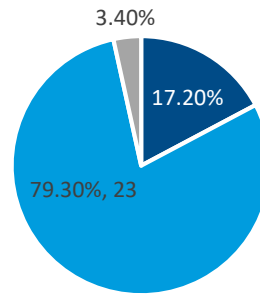
Other religions: 7

Prefer not to say: 2



### SEXUAL ORIENTATION

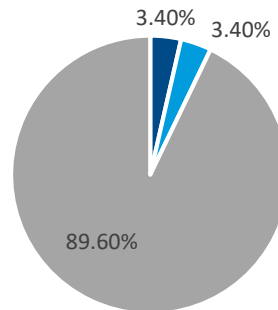
Lesbian/Gay/Bisexual: 5  
Heterosexual/straight: 23  
Prefer not to say: 1



■ Lesbian/Gay/Bisexual ■ Heterosexual/straight ■ PNTS

### DISABILITY

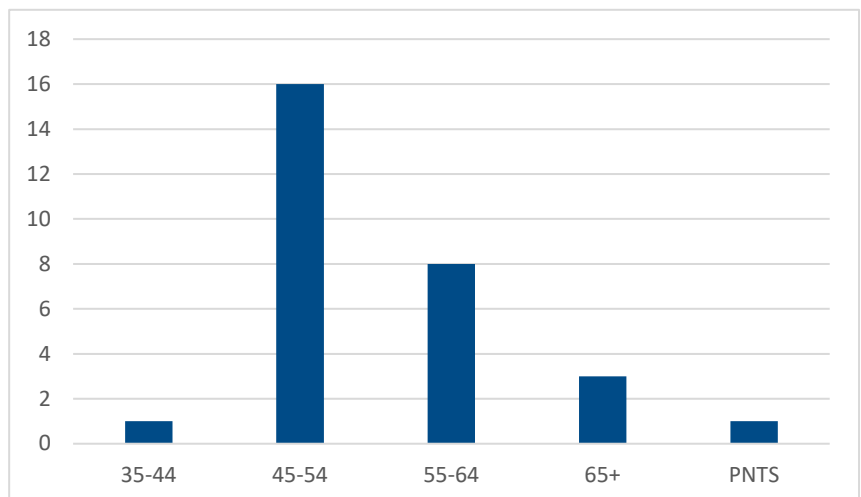
Disability (day to day activities limited a little): 1  
No disability: 26  
Prefer not to say: 1



■ Disability limited a little ■ Prefer not to say ■ No disability

### AGE

35-44: 1  
45-54: 16  
55-64: 8  
65+: 3  
Prefer not to say: 1

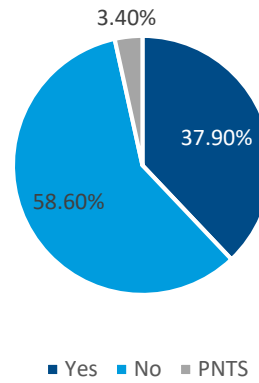


**SOCIO ECONOMIC BACKGROUND:  
First generation to attend university**

Yes: 11

No: 17

Prefer not to say: 1



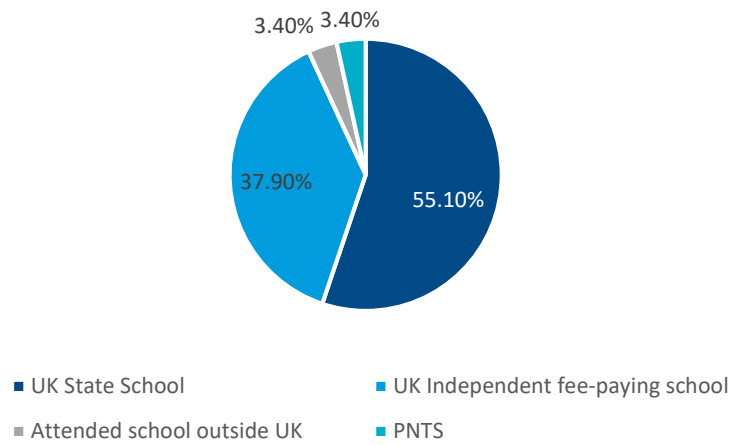
**SOCIO ECONOMIC BACKGROUND:  
State or fee-paying school**

UK State school: 16

UK Independent fee-paying school: 11

Attended school outside UK: 1

Prefer not to say: 1



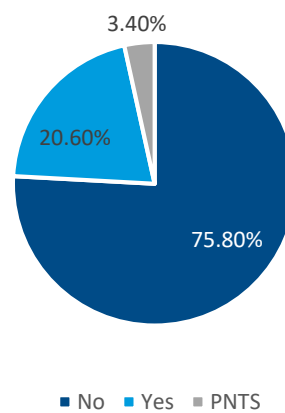
**CARING:**

**Primary child carer**

Yes: 6

No: 22

Prefer not to say: 1



**CARING:**

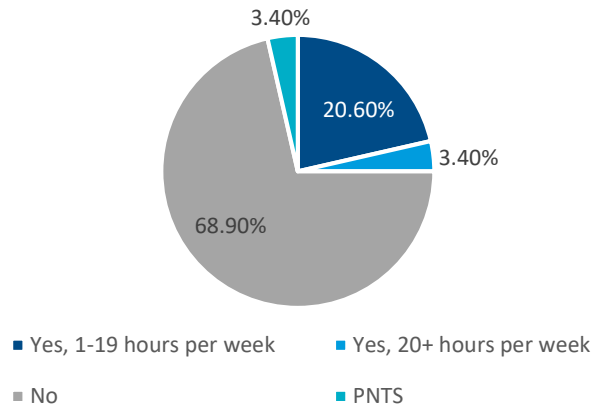
**Other caring responsibilities**

Yes, 1-19 hours per week: 6

Yes, 20+ hours a week: 1

No: 21

Prefer not to say: 1

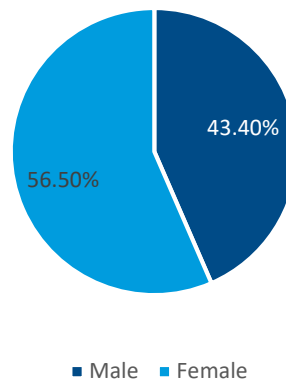


**Junior Barristers**

**GENDER**

Female: 20

Male: 26



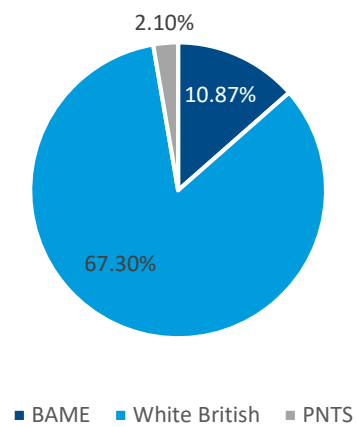
**ETHNICITY**

White British/English/Welsh/Northern Irish/Scottish: 31

Other white background: Unable to publish

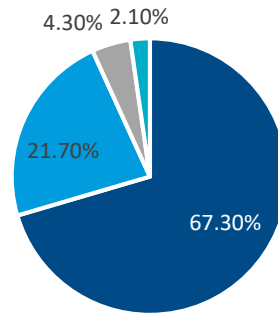
Black, Asian or from another minority ethnic group ("BAME"): 5 (permission to publish)

Prefer not to say: 1



**RELIGIOUS BELIEF**

No religion or belief: 31  
Christian (all denominations): 10  
Jewish: 2 (permission to publish)  
Other religions: 0  
Prefer not to say: 3



■ No religion or belief ■ Christian ■ Jewish ■ PNTS

**SEXUAL ORIENTATION**

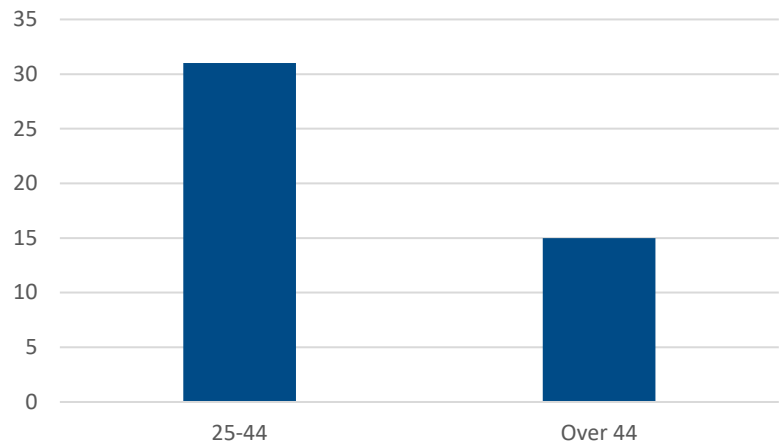
Unable to publish

**DISABILITY**

Unable to publish

**AGE**

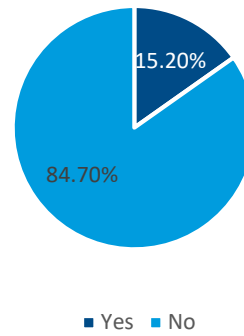
25-44: 31  
44+: 15



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

Yes: 7

No: 39

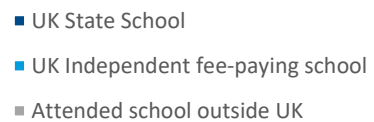
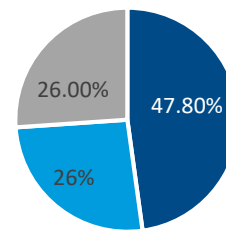


**SOCIO ECONOMIC BACKGROUND:  
State or fee-paying school**

UK State School: 22

UK Independent fee-paying school: 12

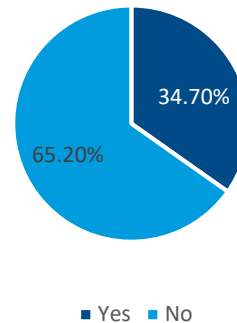
Attended school outside the UK: 12



**CARING:  
Primary child carer**

Yes: 16

No: 30



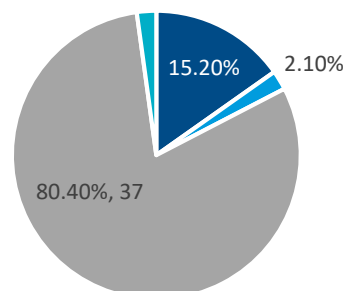
**CARING:  
Other caring responsibilities**

Yes 1-19 hours per week: 7

Yes 20 + hours per week: 1

No: 37

Prefer not to say: 1



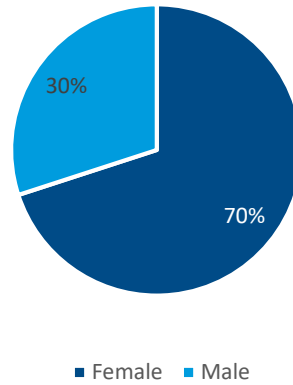
## Staff Senior Management

All senior management agreed to publishing when they are in a category with fewer than 10, so we have permission to publish all these figures.

### GENDER

Female: 7

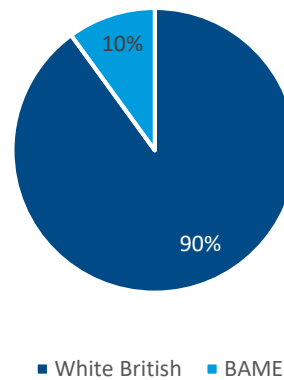
Male: 3



### ETHNICITY

White British/English/Welsh/Northern Irish/Scottish: 9

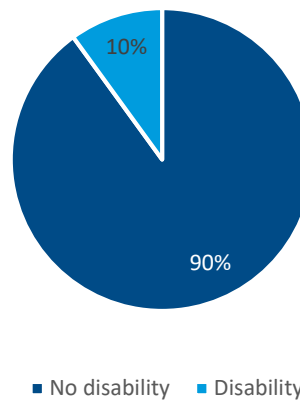
Black, Asian or from another minority ethnic group ("BAME"): 1



### DISABILITY

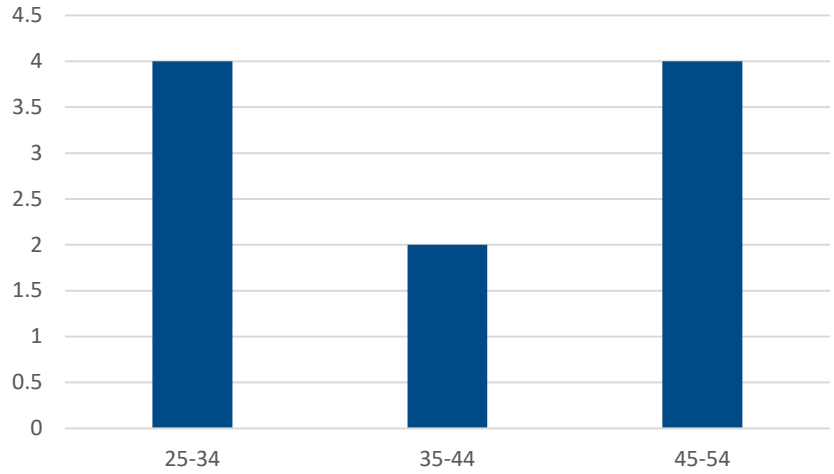
No disability: 9

Disability: 1



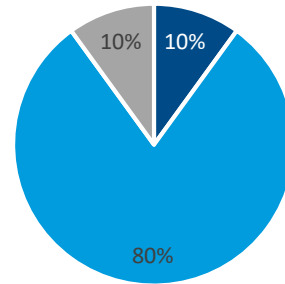
**AGE**

25-34: 4  
35-44: 2  
45-54: 4



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

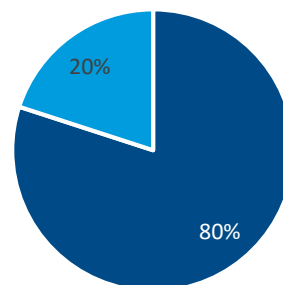
Did not attend university: 1  
No: 8  
Prefer not to say: 1



■ Did not attend university ■ No ■ PNTS

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

UK State School: 2  
UK Independent fee-paying school: 8



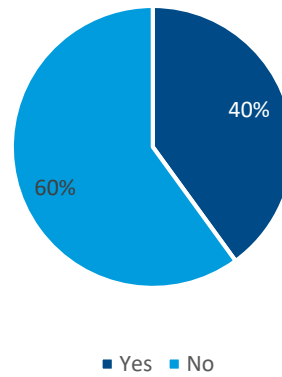
■ UK Independent fee-paying school ■ UK State School



**CARING:**  
**Primary child carer**

Yes: 4

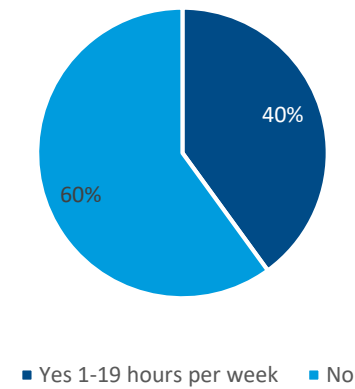
No: 6



**CARING:**  
**Other caring responsibilities**

Yes, 1-19 hours a week: 4

No: 6



**SEXUAL ORIENTATION**

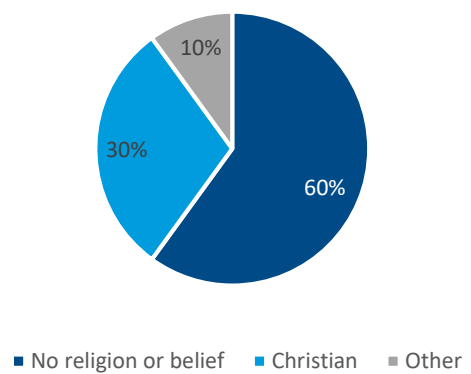
Heterosexual/straight: 10

**RELIGIOUS BELIEF**

No religion or belief: 6

Christian: 3

Other: 1



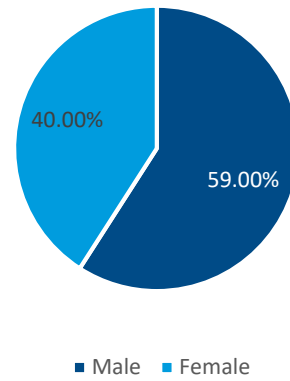
## Other staff (not senior management)

All staff agreed to publishing when they are in a category with fewer than 10, so we have permission to publish all these figures.

### GENDER

Male: 13

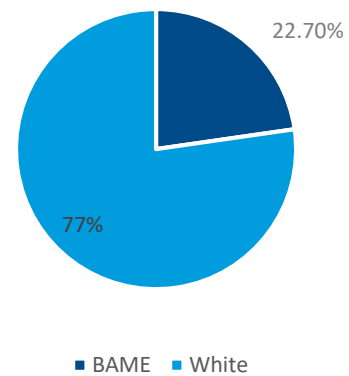
Female: 9



### ETHNICITY

White: 17

Black, Asian or from another minority ethnic group ("BAME"): 5

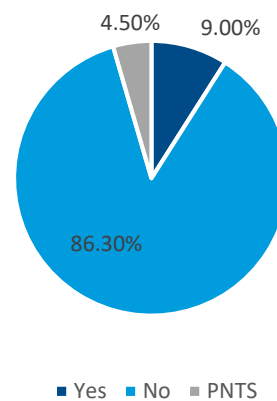


### DISABILITY

Yes (limited a little): 2

No: 19

Prefer not to say: 1



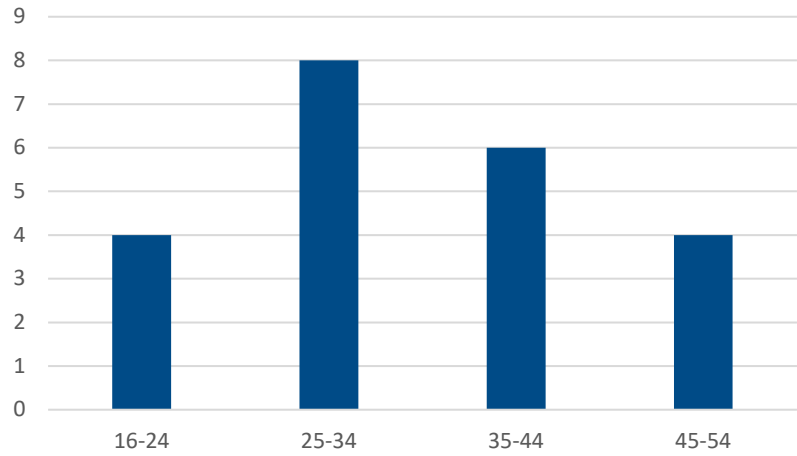
**AGE**

16-24: 4

25-34: 8

35- 44: 6

45- 54: 4

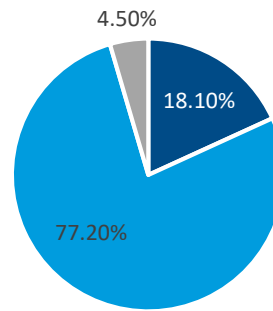


**SOCIO ECONOMIC BACKGROUND:  
First generation to attend university**

Yes: 4

No: 17

Did not attend university: 1



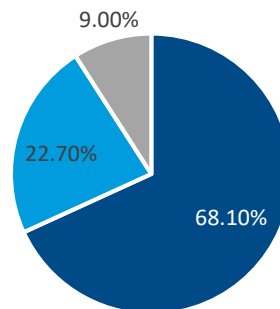
■ Yes ■ No ■ Did not attend university

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

UK State School: 15

UK Independent fee-paying school: 5

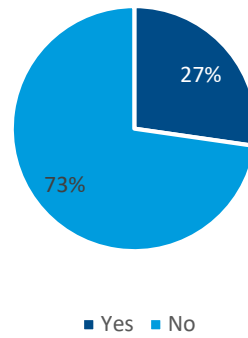
Attended school outside the UK: 2



■ UK State School ■ UK Independent fee-paying school  
■ Attended school outside the UK

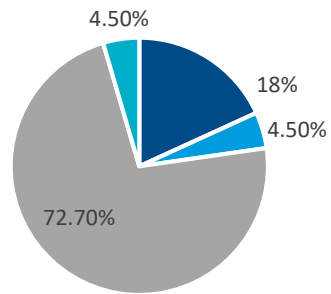
**CARING:**  
**Primary child carer**

Yes: 6  
No: 16



**CARING:**  
**Other caring responsibilities**

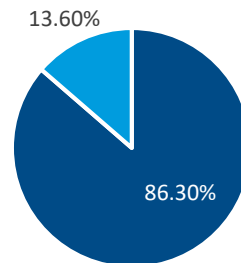
Yes, 1-19 hours: 4  
Yes 20+ hours: 1  
No: 16  
Prefer not to say: 1



■ Yes 1-19 hours per week ■ Yes 20+ hours per week ■ No ■ PNTS

**SEXUAL ORIENTATION**

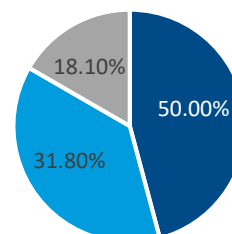
Lesbian/Gay/Bisexual: 3  
Heterosexual/straight: 19



■ Lesbian/Gay/Bisexual ■ Heterosexual/straight

**RELIGION OR BELIEF**

No religion or belief: 11  
Christian: 7  
Prefer not to say: 4



■ No religion or belief ■ Christian ■ PNTS