

ma
tr
ix

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- The Data Diversity Policy and the Bar Standards Board requirements provide that data will not be published where there are fewer than ten individuals within a particular job category with the same relevant characteristic, unless each such individual has consented.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.

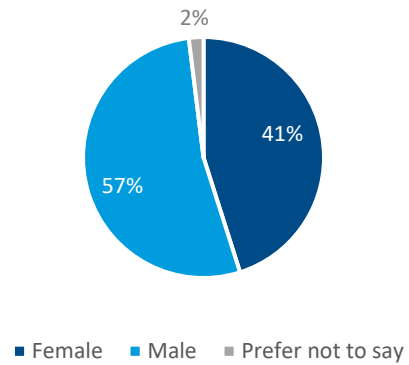
Overall: Matrix

GENDER

Female: 46

Male: 63

Prefer not to say: 2



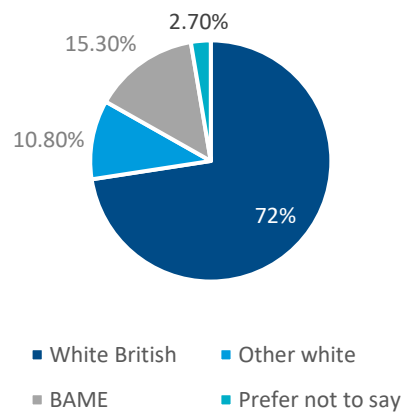
ETHNICITY

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



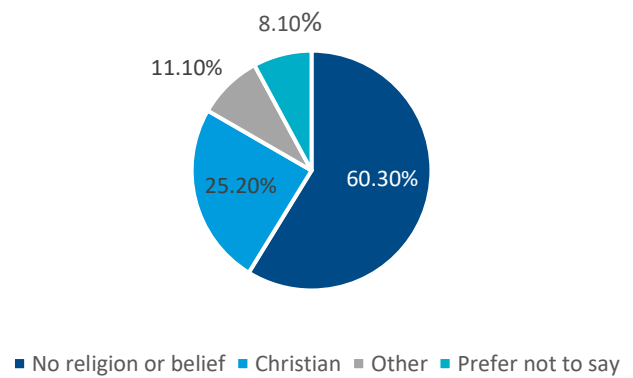
RELIGION OR BELIEF

No religion or belief: 67

Christian: 28

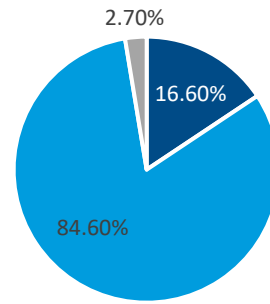
Other religions: 10

Prefer not to say: 9



SEXUAL ORIENTATION

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



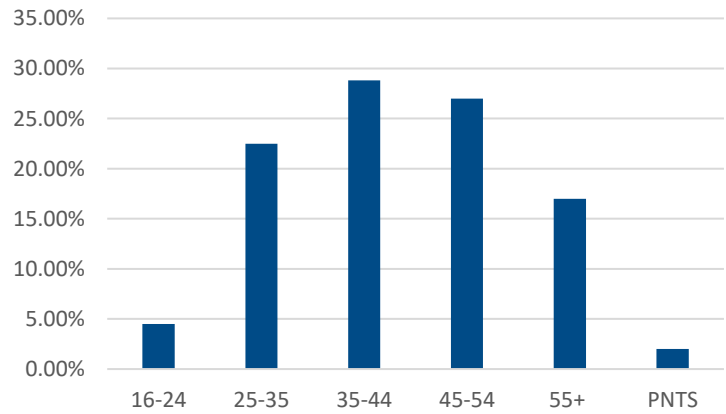
■ Lesbian/Gay/Bisexual ■ Heterosexual/straight ■ Prefer not to say

DISABILITY

Unable to publish

AGE

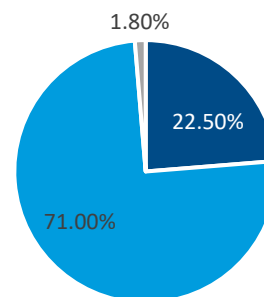
16-24: 4
25-34: 24
35-44: 31
45-54: 31
55+: 19
Prefer not to say: 3



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:

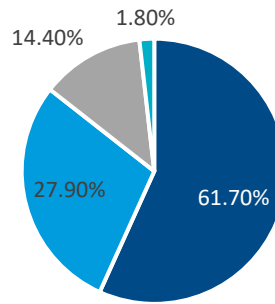
State or fee-paying school

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

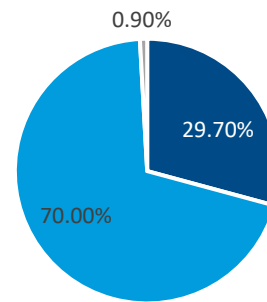
CARING:

Primary child carer

Yes: 33

No: 78

Prefer not to say: 1



■ Yes ■ No ■ PNTS

CARING:

Other caring responsibilities

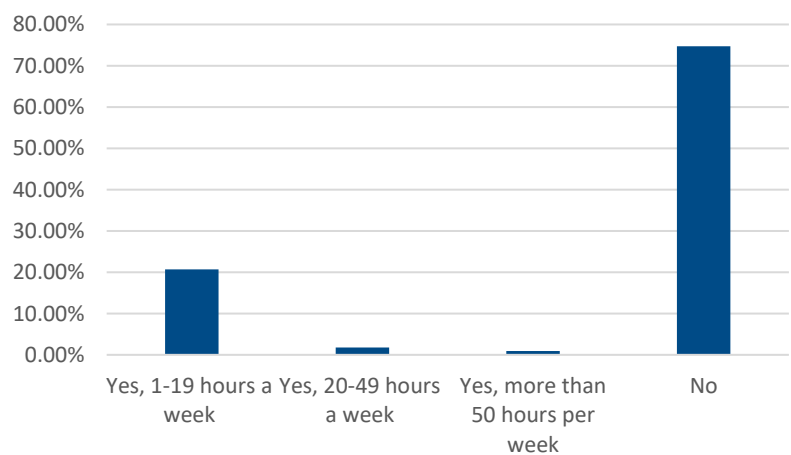
Yes, 1-19 hours per week: 23

Yes, 20-49 hours per week: 2

Yes, more than 50 hours per week: 1

No: 83

Prefer not to say: 3



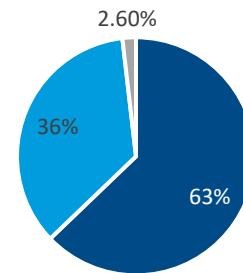
Overall: Members

GENDER

Female: 27

Male: 47

Prefer not to say: 2



■ Male ■ Female ■ PNTS

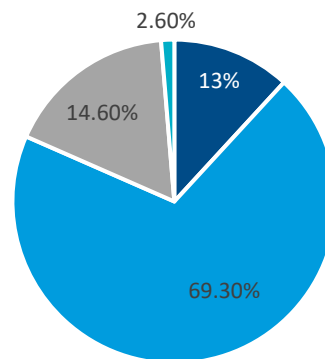
ETHNICITY

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

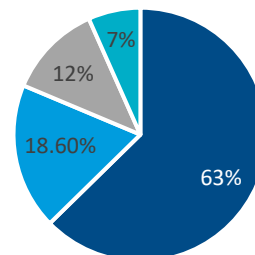
RELIGION OR BELIEF

No religion or belief: 47

Christian: 14

Other religions: 9

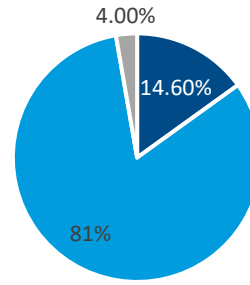
Prefer not to say: 5



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

SEXUAL ORIENTATION

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



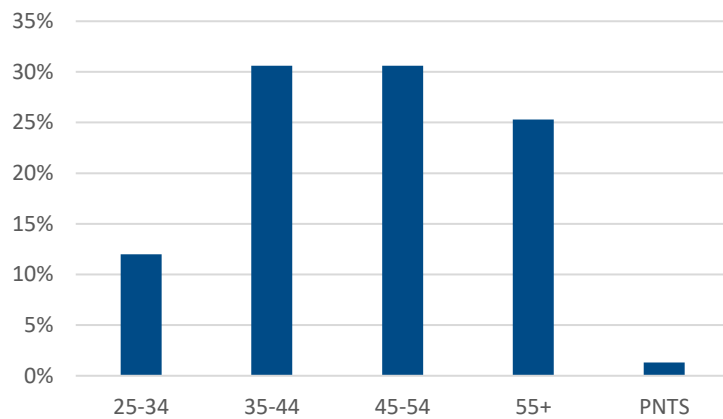
■ Lesbian/Gay/Bisexual ■ Heterosexual/straight ■ PNTS

DISABILITY

Unable to publish

AGE

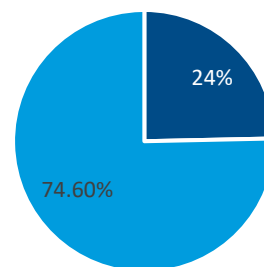
25-34: 9
35-44: 23
45-54: 23
55 +: 19
Prefer not to say: 1



SOCIO ECONOMIC BACKGROUND:

First generation to attend university

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



■ Yes ■ No

SOCIO ECONOMIC BACKGROUND:

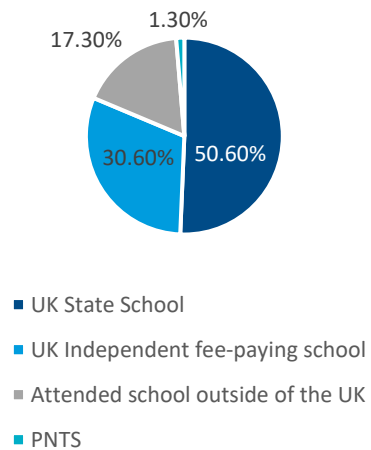
State or fee-paying school

UK State School: 38

UK Independent fee-paying school: 23

Attended school outside the UK: 13

Prefer not to say: 1



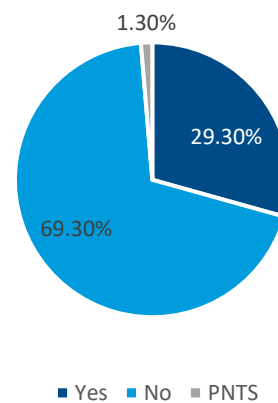
CARING:

Primary child carer

Yes: 22

No: 52

Prefer not to say: 1



CARING:

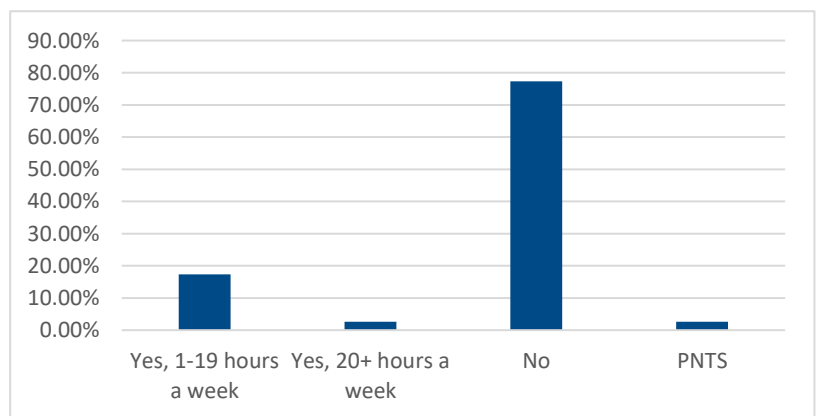
Other caring responsibilities

Yes, 1-19 hours a week: 13

Yes, 20 + hours a week: 2

No: 58

Prefer not to say: 2



QCs

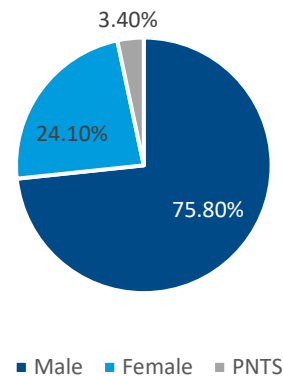
All QCs agreed to publishing when they are in a category with fewer than 10, so we have permission to publish all these figures.

GENDER

Female: 7

Male: 22

Prefer not to say: 1



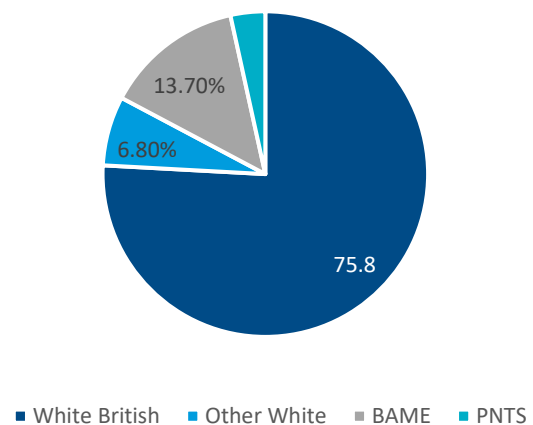
ETHNICITY

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



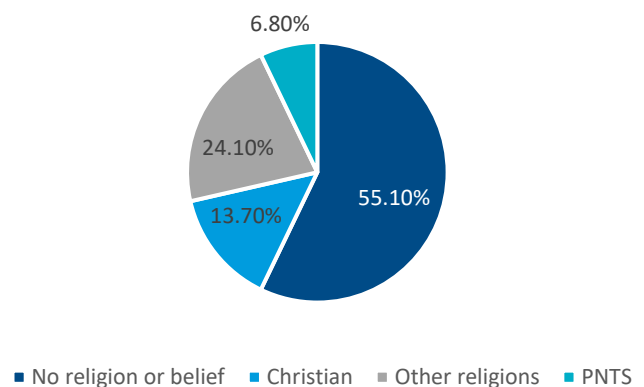
RELIGIOUS BELIEF

No religion or belief: 16

Christian: 4

Other religions: 7

Prefer not to say: 2

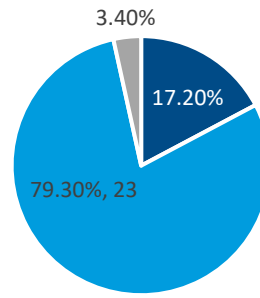


SEXUAL ORIENTATION

Lesbian/Gay/Bisexual: 5

Heterosexual/straight: 23

Prefer not to say: 1



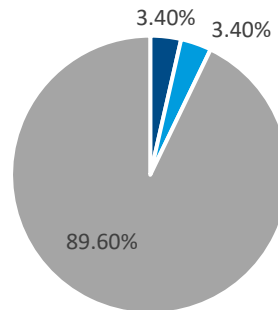
■ Lesbian/Gay/Bisexual ■ Heterosexual/straight ■ PNTS

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

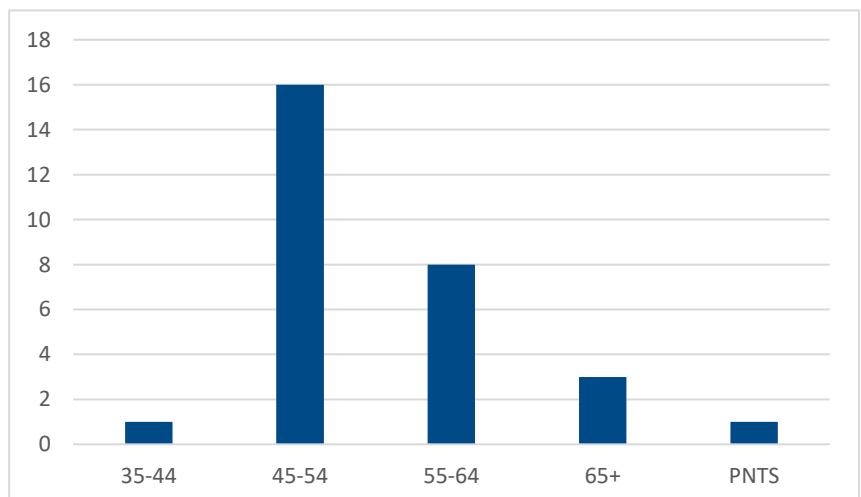
35-44: 1

45-54: 16

55-64: 8

65+: 3

Prefer not to say: 1

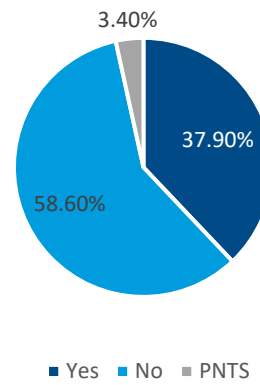


**SOCIO ECONOMIC BACKGROUND:
First generation to attend university**

Yes: 11

No: 17

Prefer not to say: 1



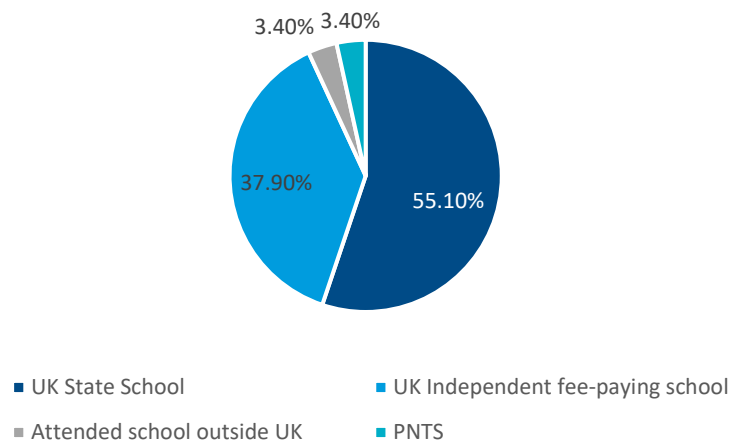
**SOCIO ECONOMIC BACKGROUND:
State or fee-paying school**

UK State school: 16

UK Independent fee-paying school: 11

Attended school outside UK: 1

Prefer not to say: 1



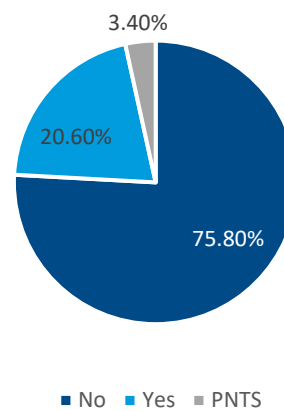
CARING:

Primary child carer

Yes: 6

No: 22

Prefer not to say: 1



CARING:

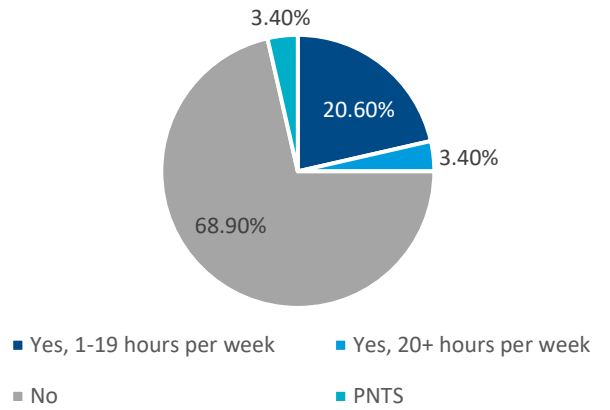
Other caring responsibilities

Yes, 1-19 hours per week: 6

Yes, 20+ hours a week: 1

No: 21

Prefer not to say: 1

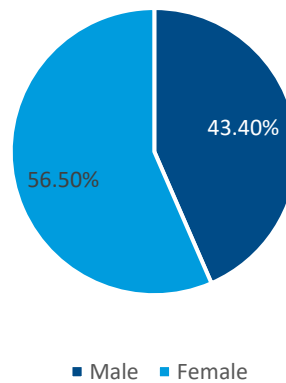


Junior Barristers

GENDER

Female: 20

Male: 26



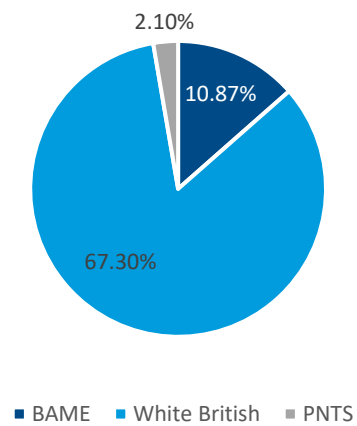
ETHNICITY

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

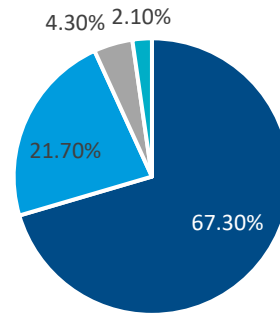
No religion or belief: 31

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

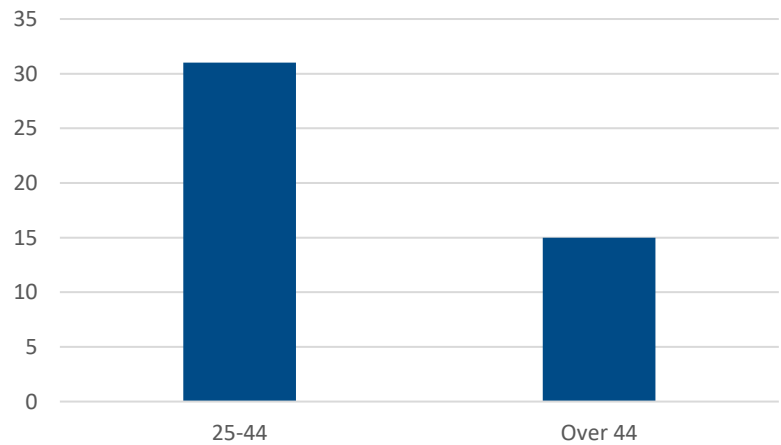
DISABILITY

Unable to publish

AGE

25-44: 31

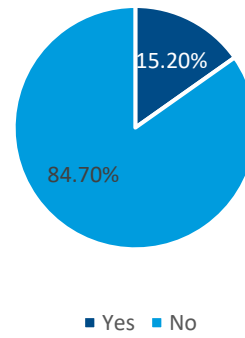
44+: 15



SOCIO ECONOMIC BACKGROUND:
First generation to attend university

Yes: 7

No: 39

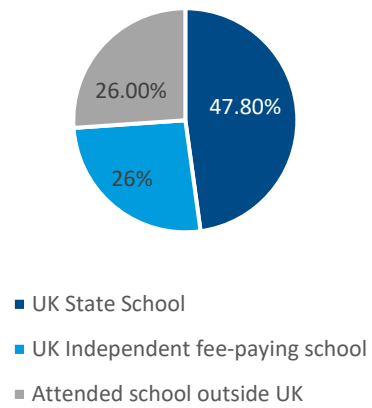


SOCIO ECONOMIC BACKGROUND:
State or fee-paying school

UK State School: 22

UK Independent fee-paying school: 12

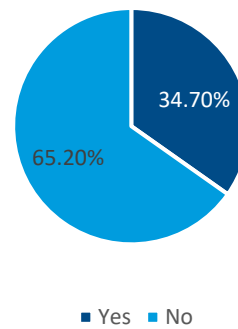
Attended school outside the UK: 12



CARING:
Primary child carer

Yes: 16

No: 30



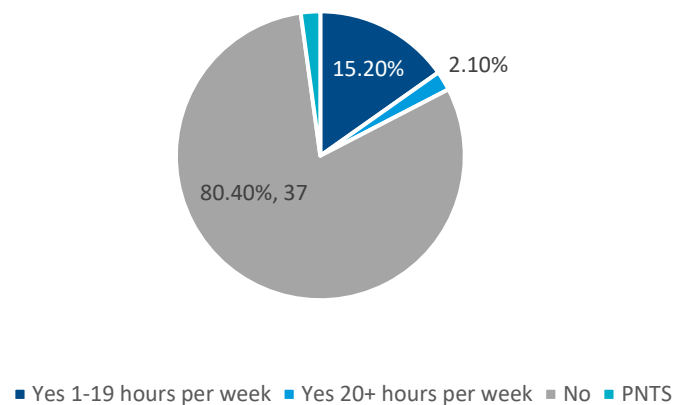
CARING:
Other caring responsibilities

Yes 1-19 hours per week: 7

Yes 20 + hours per week: 1

No: 37

Prefer not to say: 1



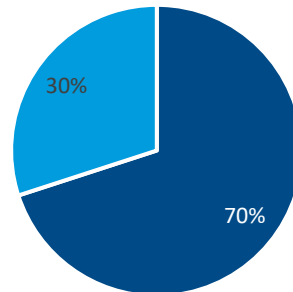
Staff Senior Management

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

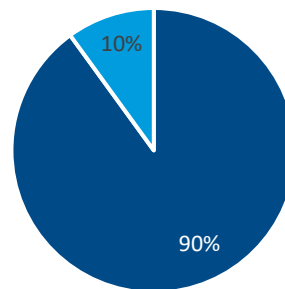


■ Female ■ Male

ETHNICITY

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

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

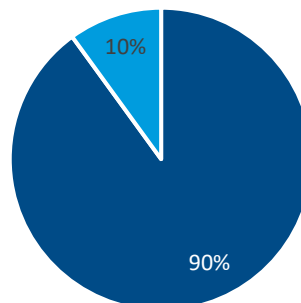


■ White British ■ BAME

DISABILITY

No disability: 9

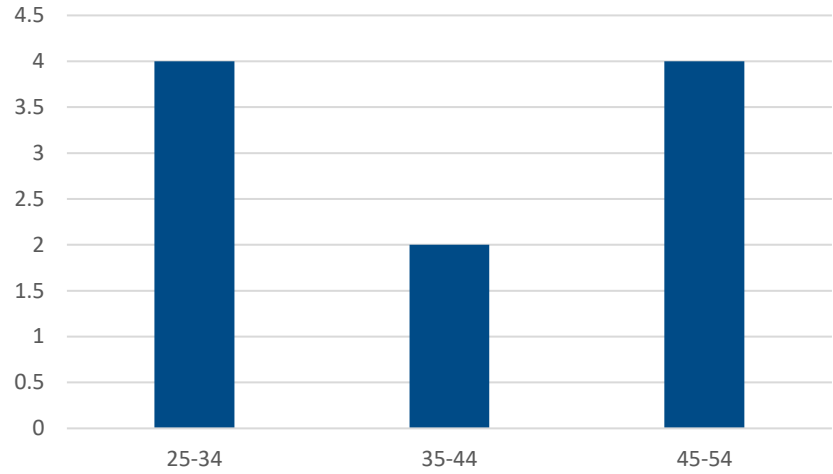
Disability: 1



■ No disability ■ Disability

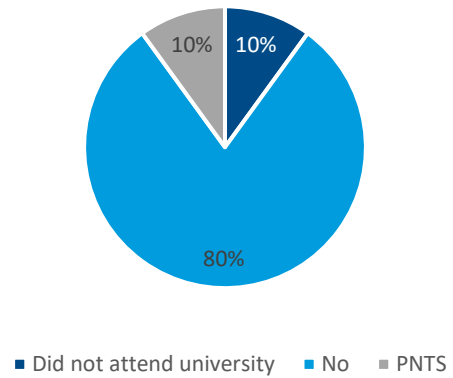
AGE

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



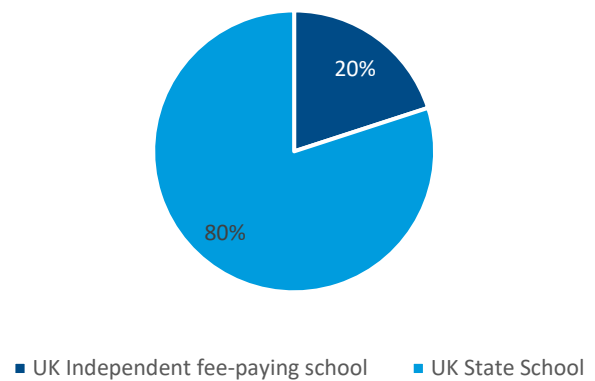
**SOCIO ECONOMIC BACKGROUND:
First generation to attend university**

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



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

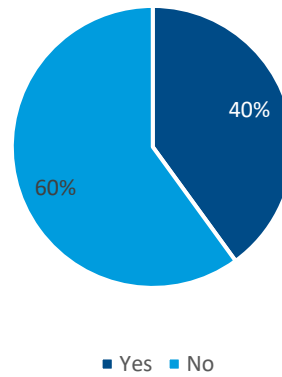
UK State School: 8
UK Independent fee-paying school: 2



CARING:
Primary child carer

Yes: 4

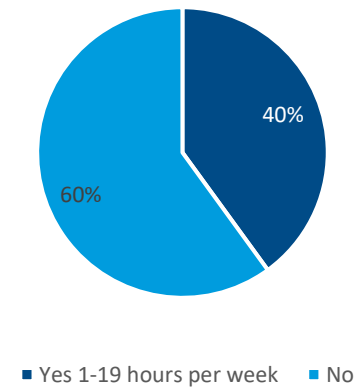
No: 6



CARING:
Other caring responsibilities

Yes, 1-19 hours a week: 4

No: 6



SEXUAL ORIENTATION

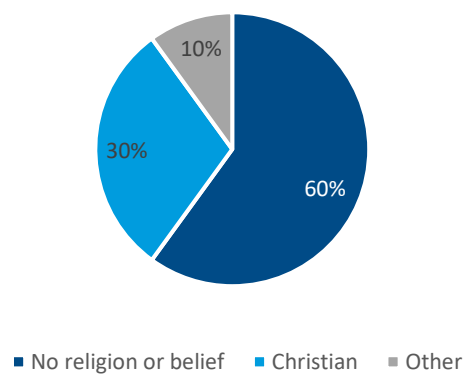
Heterosexual/straight: 10

RELIGIOUS BELIEF

No religion or belief: 6

Christian: 3

Other: 1



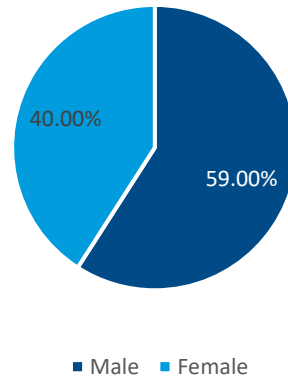
Other staff (not senior management)

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

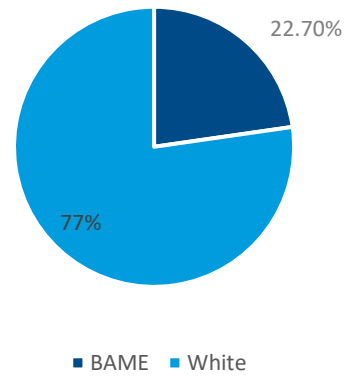
Female: 9



ETHNICITY

White: 17

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

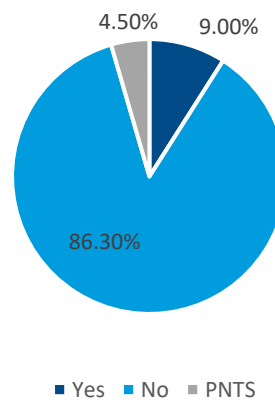


DISABILITY

Yes (limited a little): 2

No: 19

Prefer not to say: 1



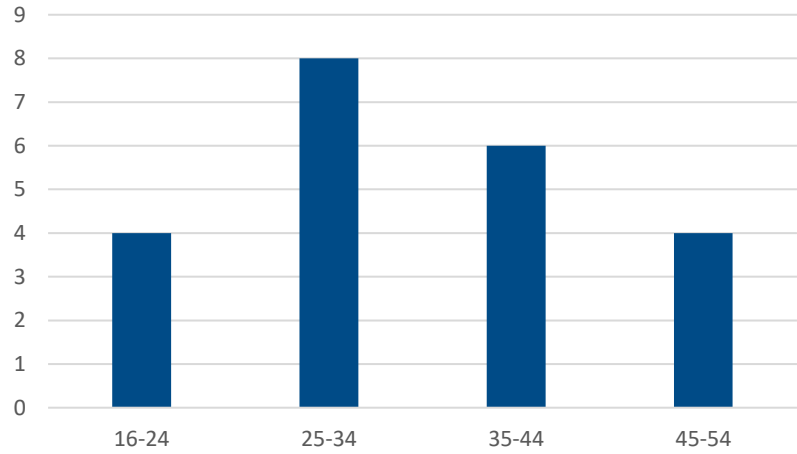
AGE

16-24: 4

25-34: 8

35-44: 6

45-54: 4

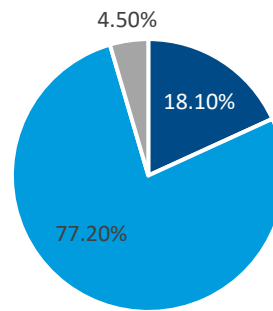


**SOCIO ECONOMIC BACKGROUND:
First generation to attend university**

Yes: 4

No: 17

Did not attend university: 1



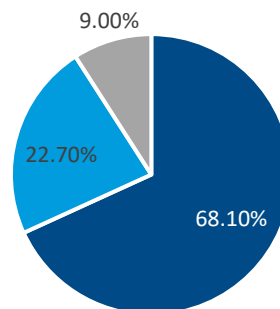
■ Yes ■ No ■ Did not attend university

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

UK State School: 15

UK Independent fee-paying school: 5

Attended school outside the UK: 2

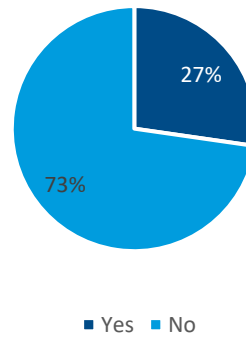


■ UK State School ■ UK Independent fee-paying school
■ Attended school outside the UK

CARING:
Primary child carer

Yes: 6

No: 16



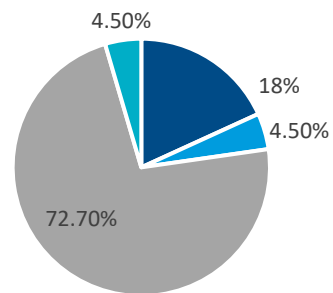
CARING:
Other caring responsibilities

Yes, 1-19 hours: 4

Yes 20+ hours: 1

No: 16

Prefer not to say: 1

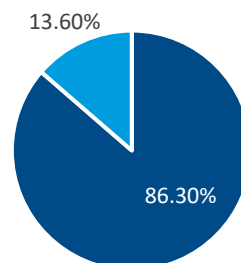


■ Yes 1-19 hours per week ■ Yes 20+ hours per week ■ No ■ PNTS

SEXUAL ORIENTATION

Lesbian/Gay/Bisexual: 3

Heterosexual/straight: 19



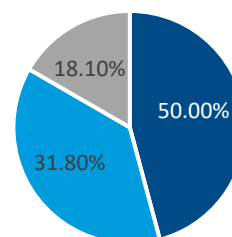
■ Lesbian/Gay/Bisexual ■ Heterosexual/straight

RELIGION OR BELIEF

No religion or belief: 11

Christian: 7

Prefer not to say: 4



■ No religion or belief ■ Christian ■ PNTS