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**Matrix Diversity Data:
2022 Collection**

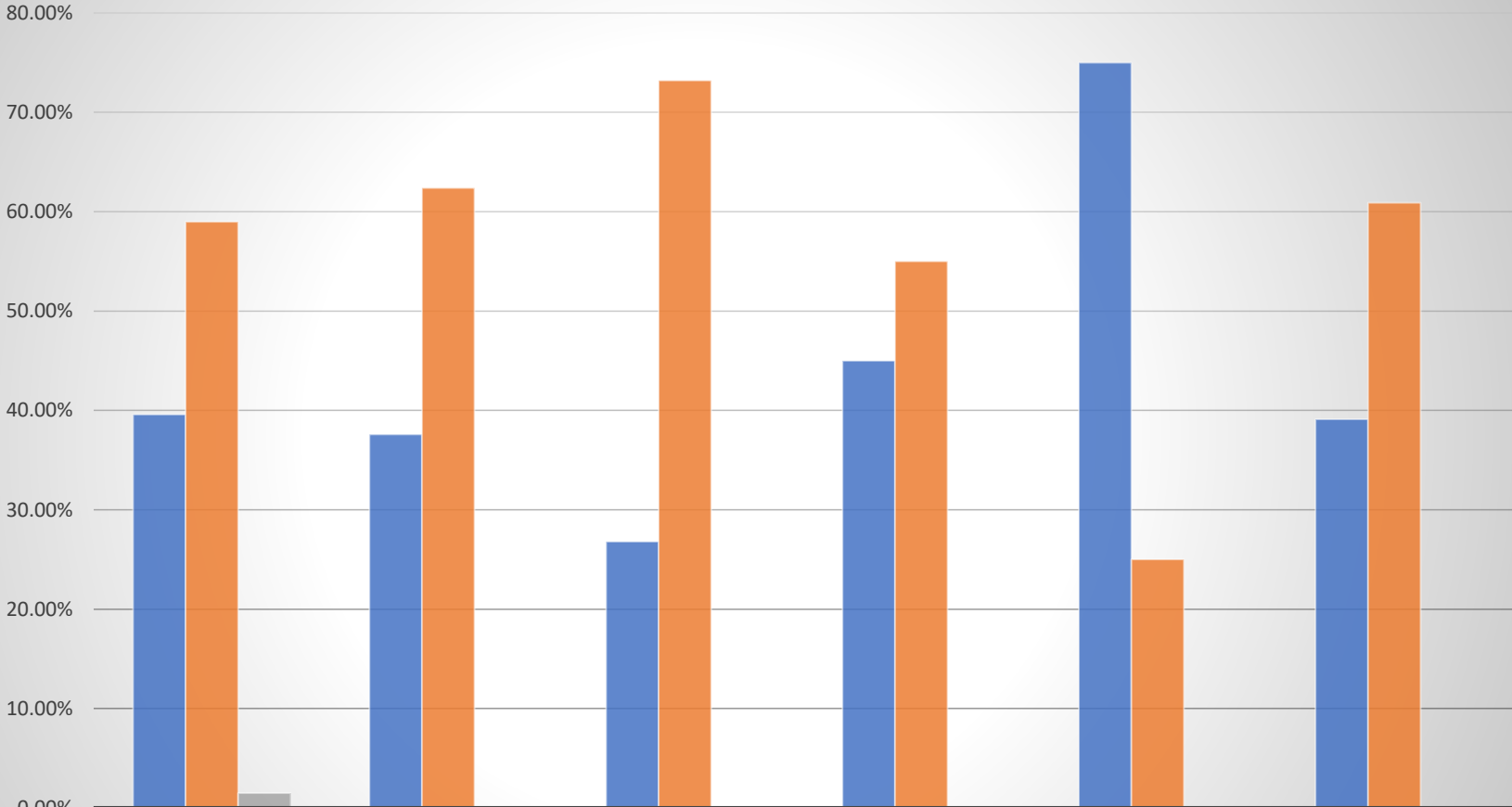
Introduction

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 2022 and will be updated after our next collection in 2024.

Please note the following:

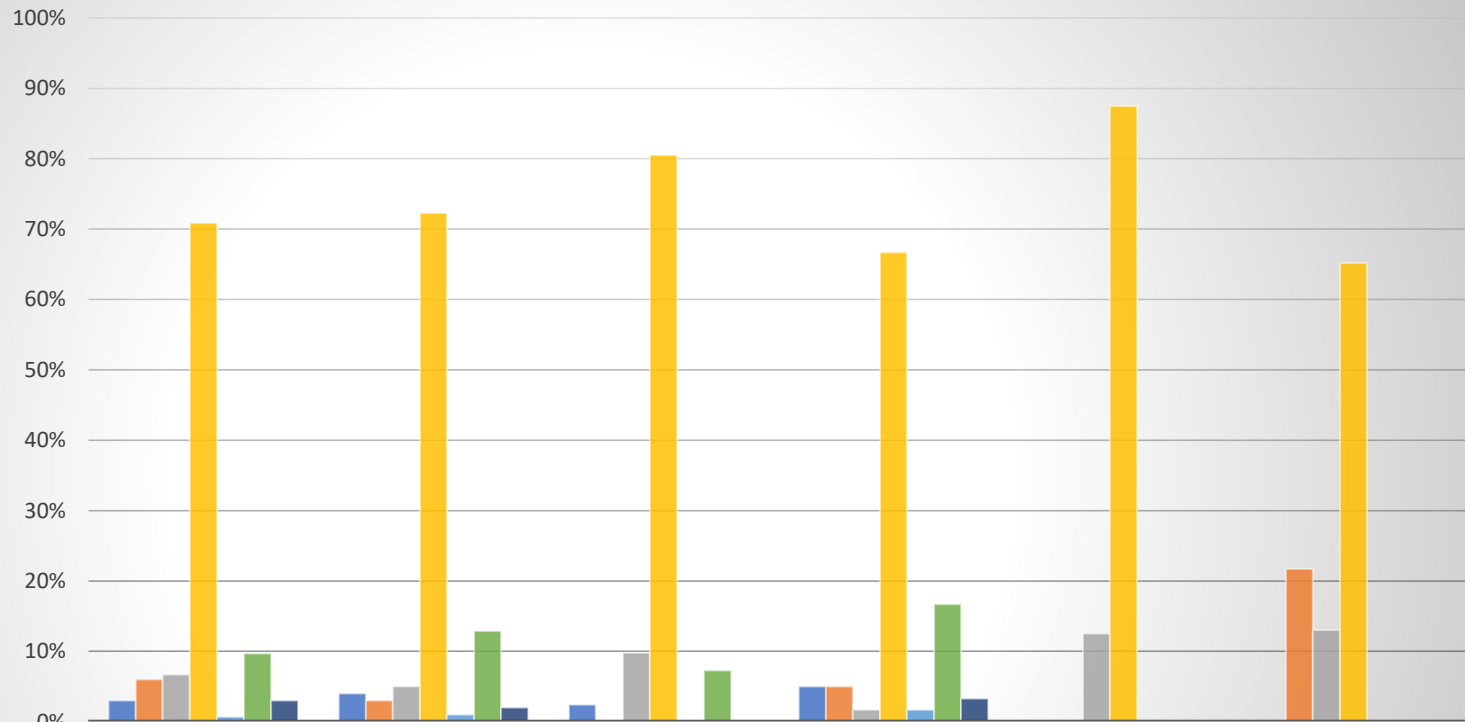
- Our return rate for responses to the diversity data questionnaire was 96%.
- The Data Diversity Policy and the Bar Standards Board requirements provide that data will not be published where there are fewer than ten individuals within a particular job category with the same relevant characteristic, unless each such individual has consented.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. Sex (page 3)
 2. Disability (page 4)
 3. Age (page 5)
 4. Ethnicity (page 6)
 5. Religion or belief (page 7)
 6. Sexual orientation (page 8)
 7. Socio-economic background: first generation to attend university (page 9)
 8. Socio-economic background: state or fee-paying school (page 10)
 9. Caring responsibilities: child's primary carer (page 11)
 10. Caring responsibilities: other (page 12)
- The data is divided into: all Matrix, all members, QCs, non-QCs, Senior Management Team, and other staff, and begins on the following page.

Sex



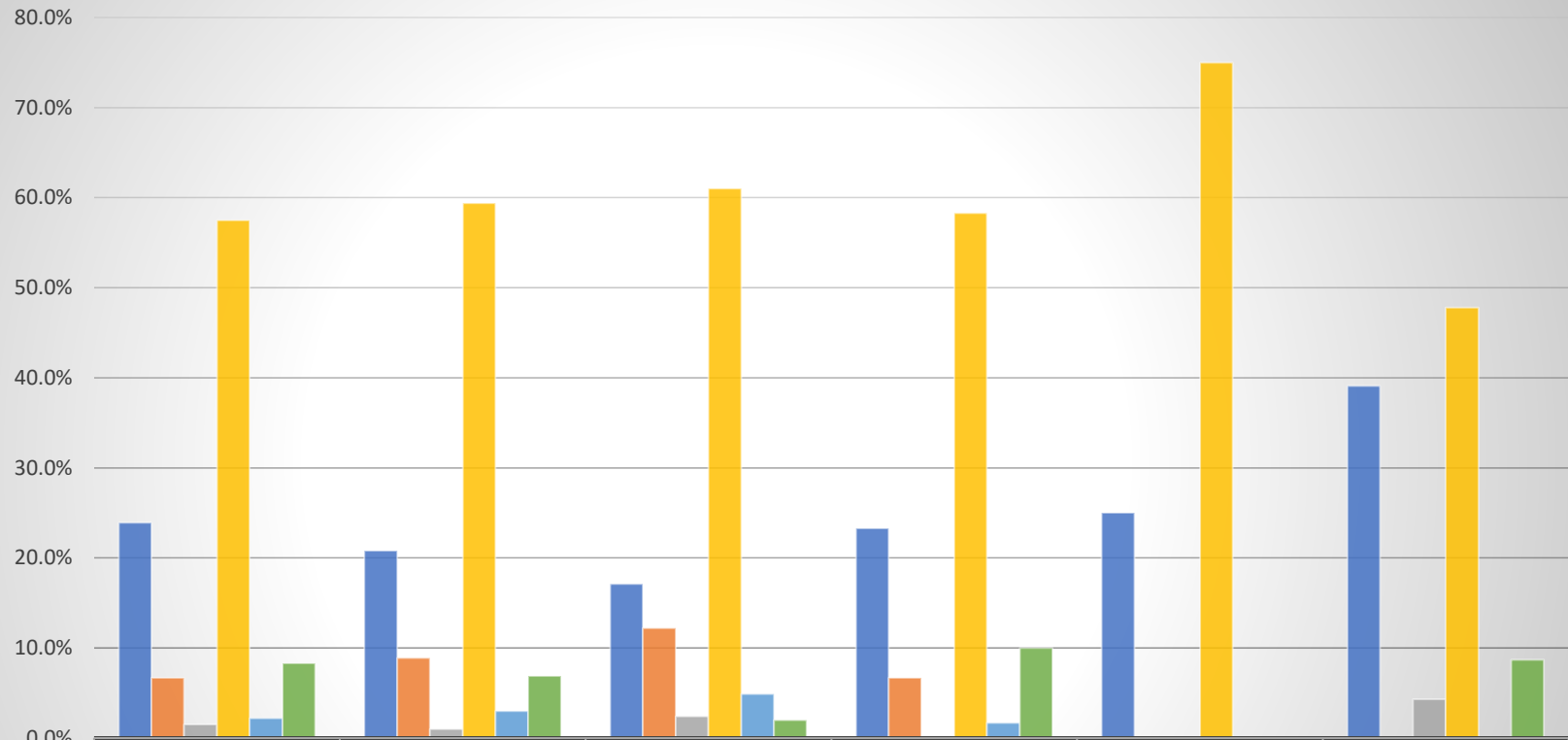
	All Matrix	All Members	QCs	non-QCs	SMT	Other Staff
Female	39.60%	37.60%	26.80%	45%	75%	39.10%
Male	59%	62.40%	73.20%	55%	25%	60.90%
Prefer Not To Say	1.50%	0%	0%	0%	0%	0%

Ethnicity



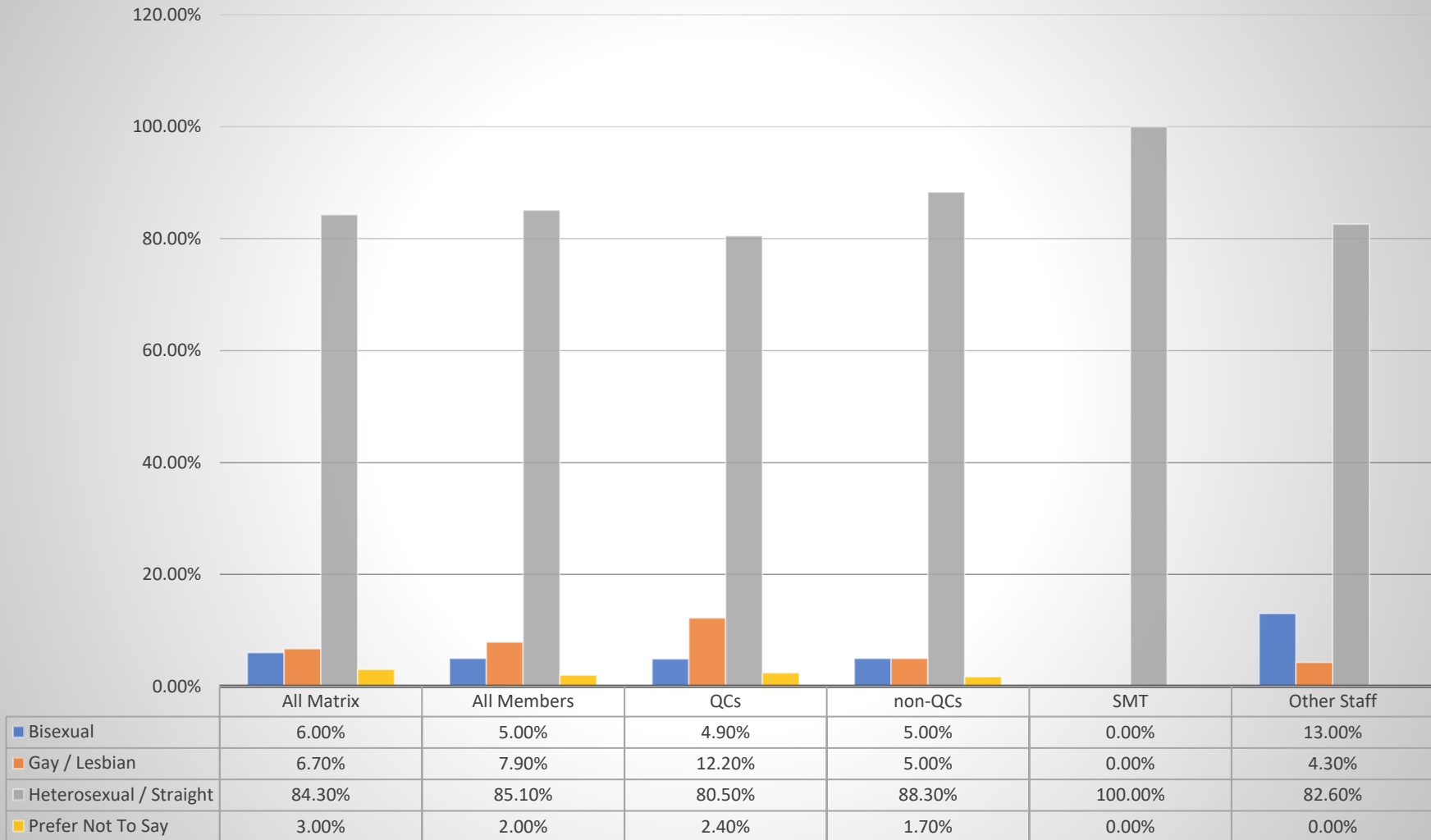
	All Matrix	All Members	QCs	non-QCs	SMT	Other Staff
Asian / Asian Black	3%	4%	2.40%	5%	0%	0%
Black / Black British	6%	3%	0%	5%	0%	21.70%
Multiple / Mixed Ethnic Groups	6.70%	5%	9.80%	1.70%	12.50%	13%
White	70.90%	72.30%	80.50%	66.70%	87.50%	65.20%
Other Ethnic Group	0.70%	1%	0%	1.70%	0%	0%
Any Other Mixed or Ethnic Group	9.70%	12.90%	7.30%	16.70%	0%	0%
Prefer Not To Say	3%	2%	0%	3.30%	0%	0%

Religion / Belief

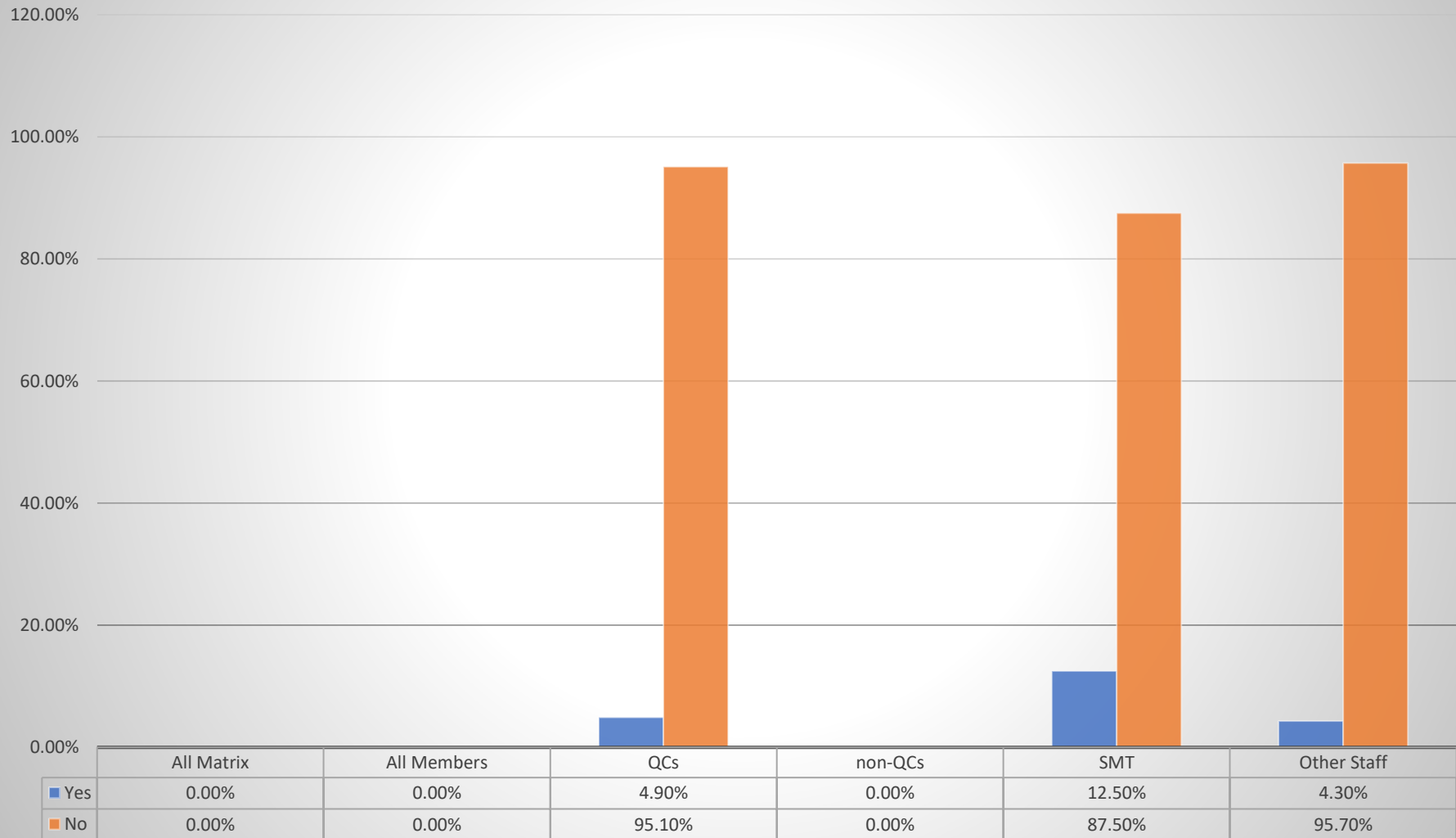


	All Matrix	All Members	QCs	non-QCs	SMT	Other Staff
Christian	23.9%	20.8%	17.1%	23.3%	25.0%	39.1%
Jewish	6.7%	8.9%	12.2%	6.7%	0.0%	0.0%
Muslim	1.5%	1.0%	2.4%	0.0%	0.0%	4.3%
No Religion / Belief	57.5%	59.4%	61.0%	58.3%	75.0%	47.8%
Any Other Religion	2.2%	3.0%	4.9%	1.7%	0.0%	0.0%
Prefer Not To Say	8.3%	6.9%	2.0%	10.0%	0.0%	8.7%

Sexual Orientation

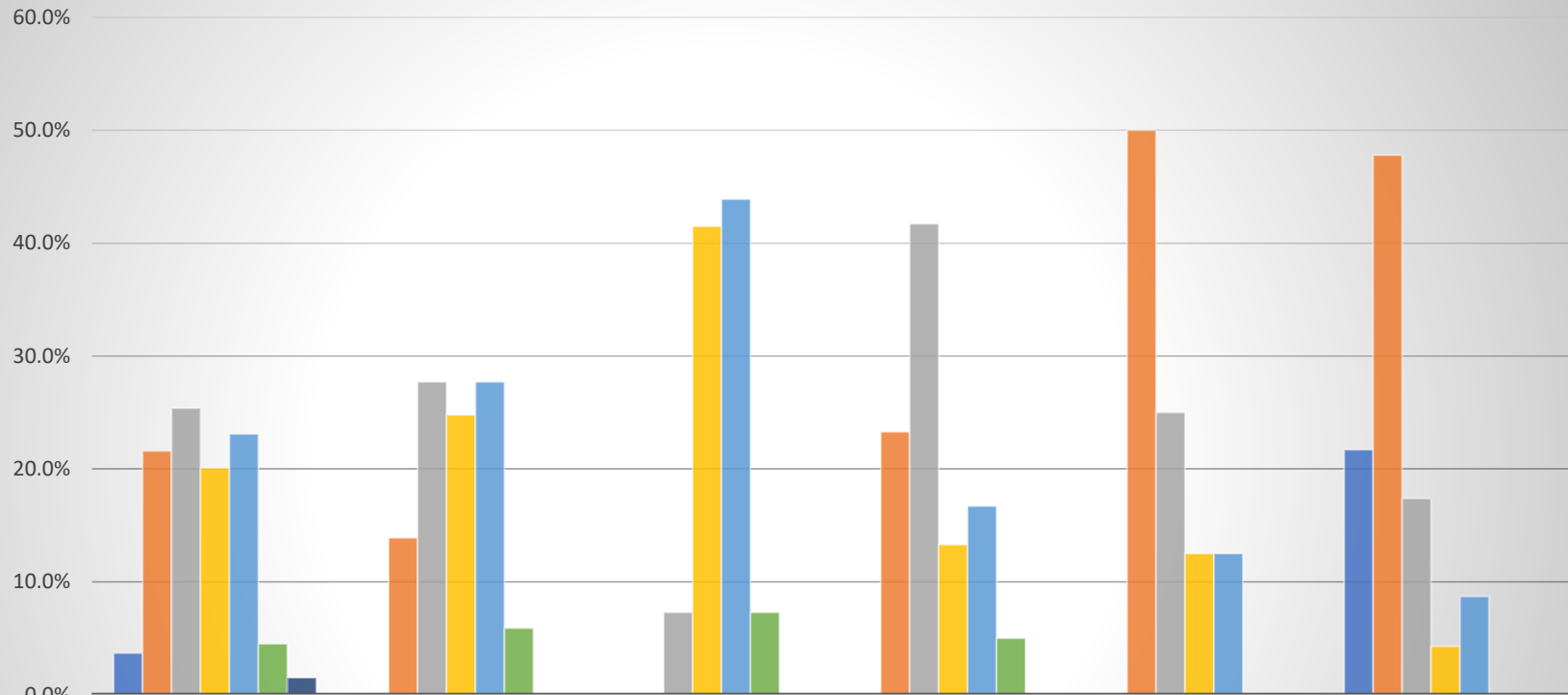


Disability



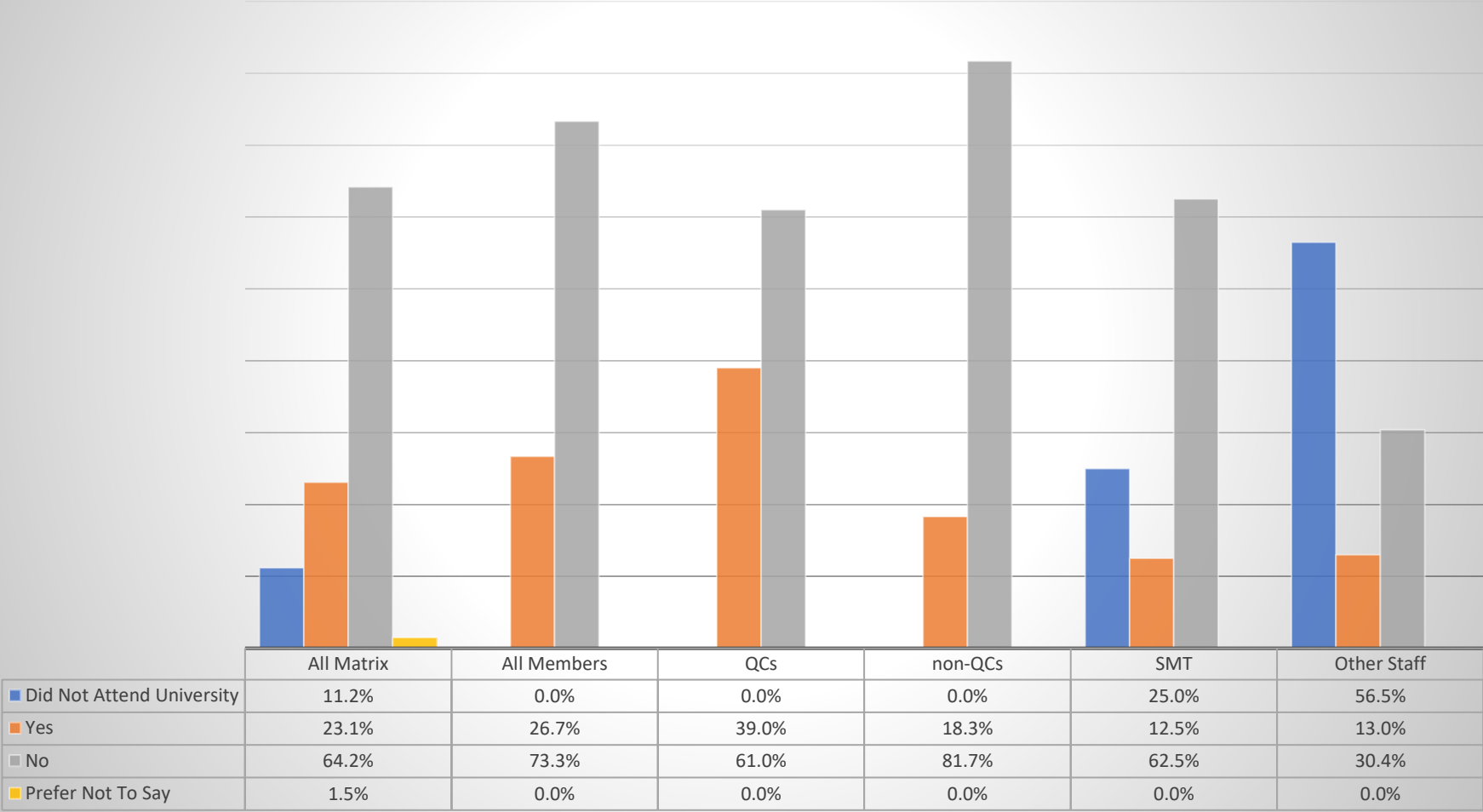
N.B Unable to publish data for: All Matrix , Members and Non-QCs

Age

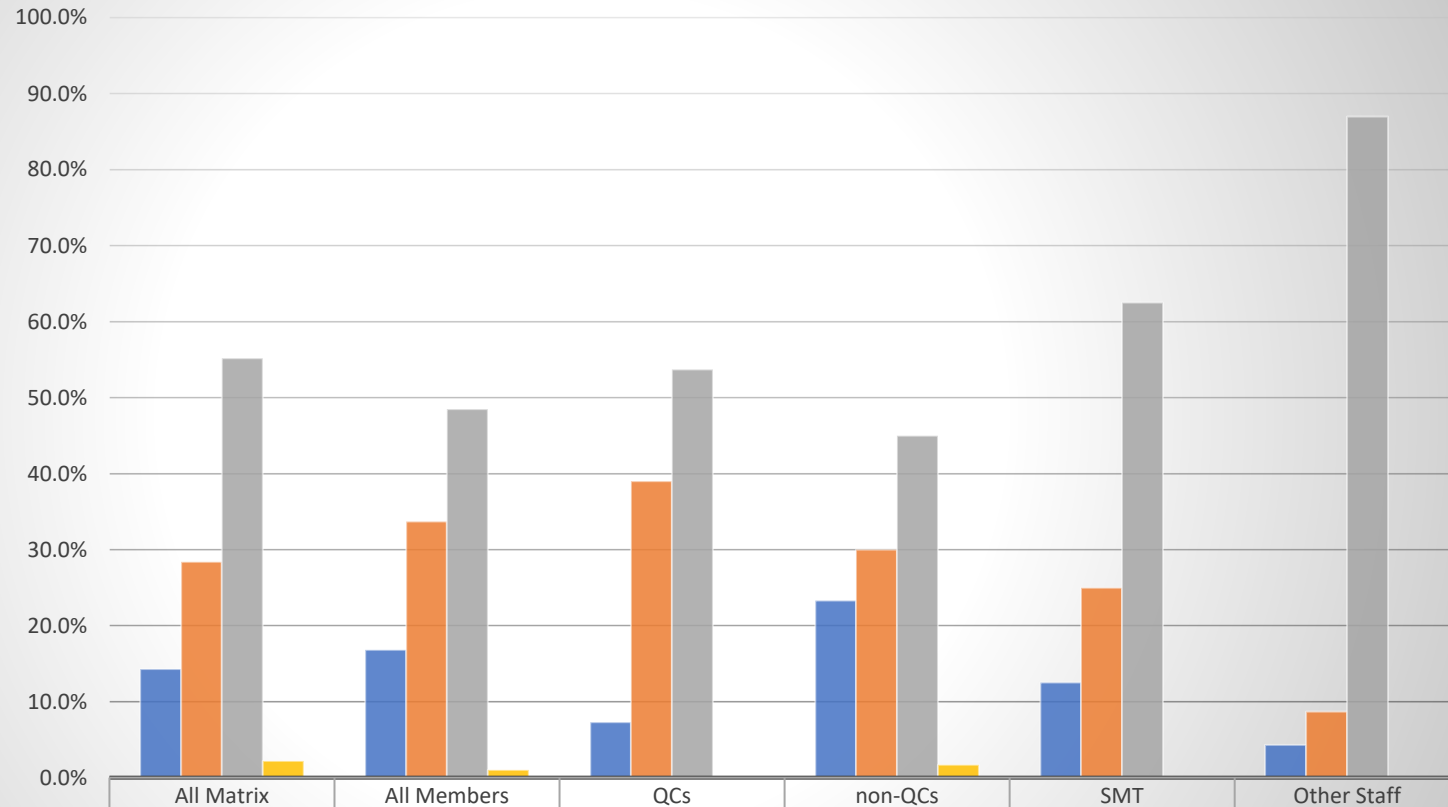


	All Matrix	All Members	QCs	non-QCs	SMT	Other Staff
16-24	3.7%	0.0%	0.0%	0.0%	0.0%	21.7%
25-34	21.6%	13.9%	0.0%	23.3%	50.0%	47.8%
35-44	25.4%	27.7%	7.3%	41.7%	25.0%	17.4%
45-54	20.1%	24.8%	41.5%	13.3%	12.5%	4.3%
55-64	23.1%	27.7%	43.9%	16.7%	12.5%	8.7%
65+	4.5%	5.9%	7.3%	5.0%	0.0%	0.0%
Prefer Not To Say	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%

Socio Economic Background: First Generation to Attend University

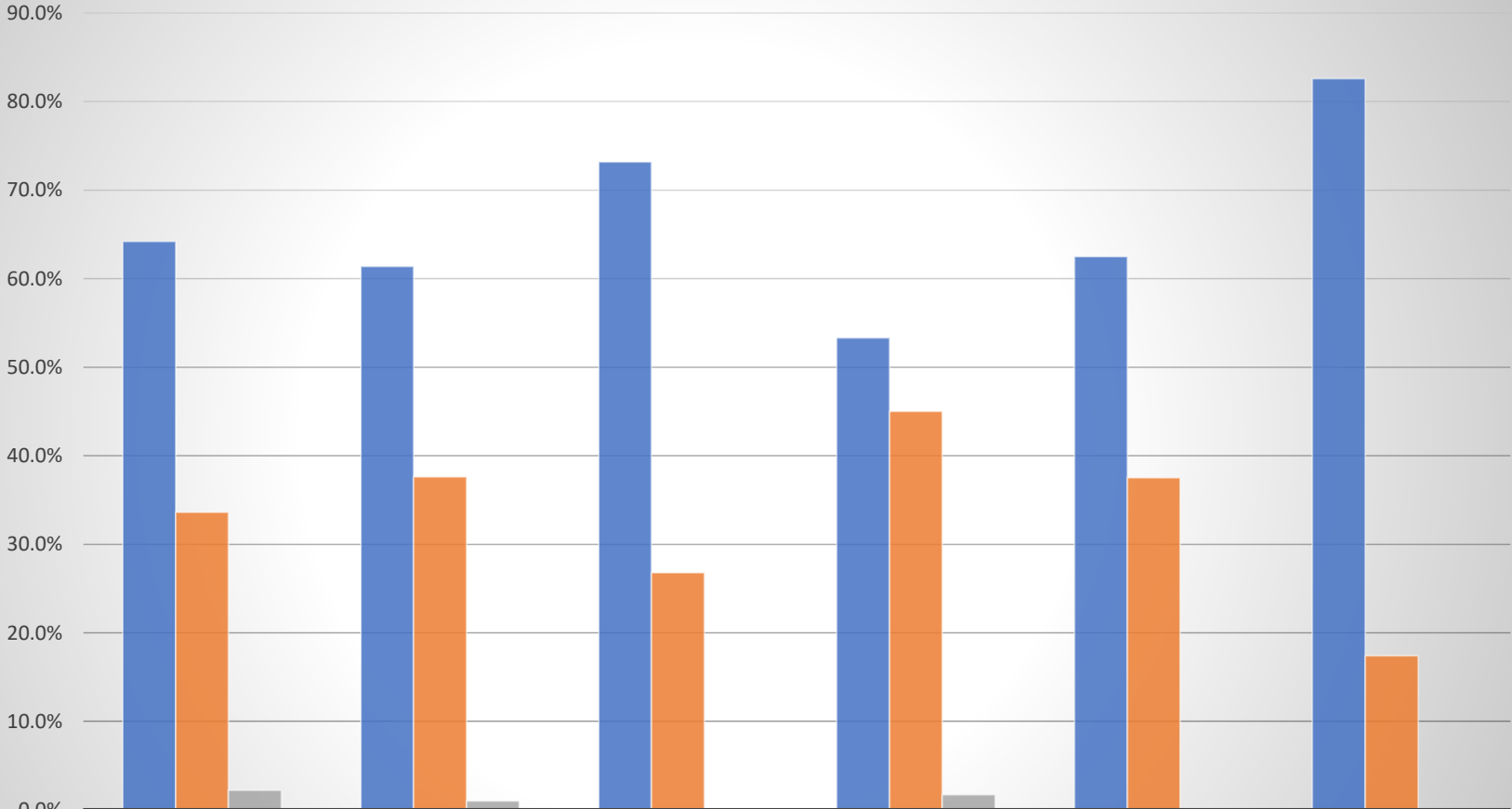


Socio Economic Background: State or Fee-Paying School



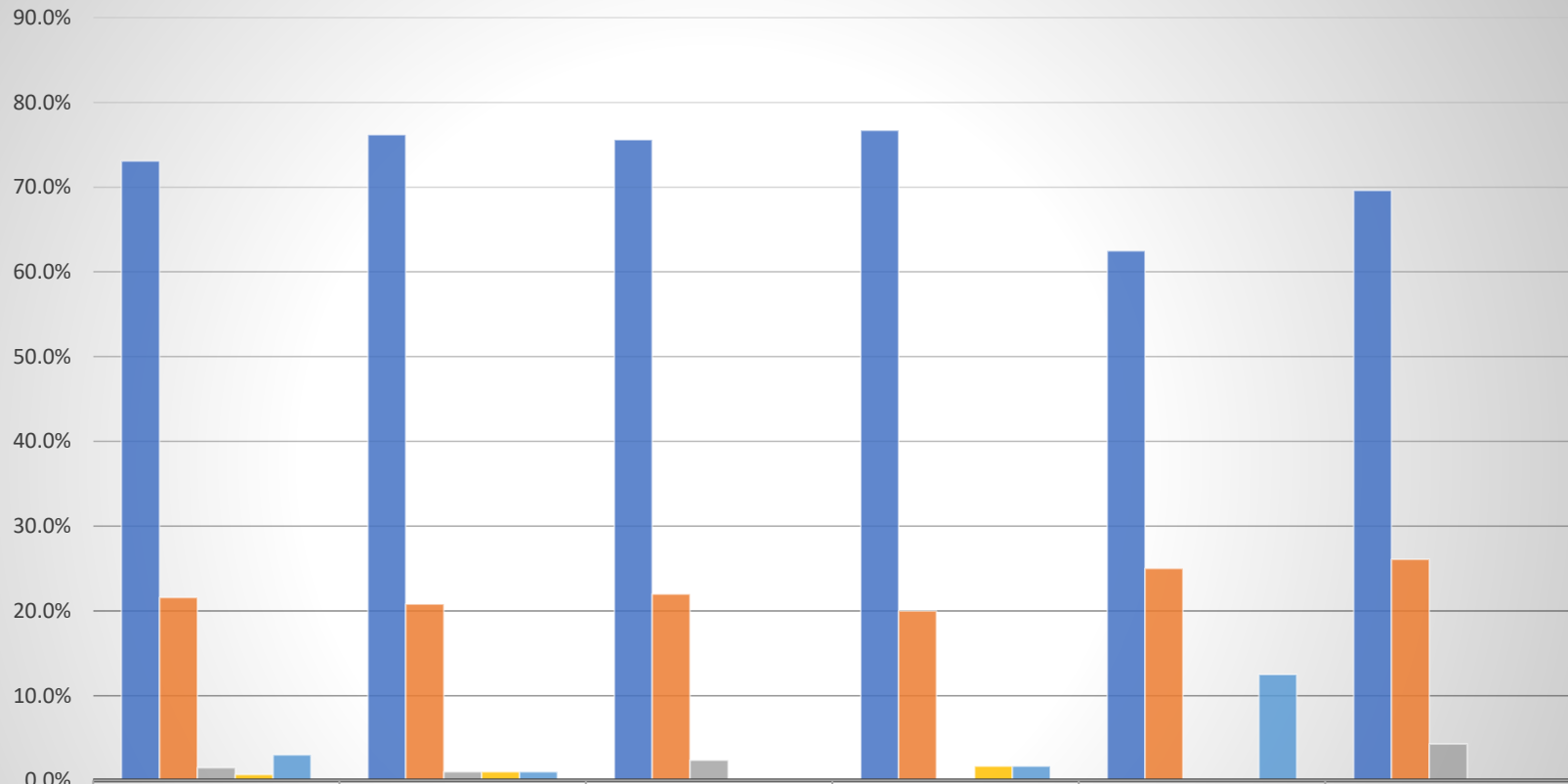
■ Attended School Outside UK	14.3%	16.8%	7.3%	23.3%	12.5%	4.3%
■ UK Independent / Fee-Paying School	28.4%	33.7%	39.0%	30.0%	25.0%	8.7%
■ UK State School	55.2%	48.5%	53.7%	45.0%	62.5%	87.0%
■ Prefer Not To Say	2.2%	1.0%	0.0%	1.7%	0.0%	0.0%

Caring: Primary Child Care



	All Matrix	All Members	QCs	non-QCs	SMT	Other Staff
■ No	64.2%	61.4%	73.2%	53.3%	62.5%	82.6%
■ Yes	33.6%	37.6%	26.8%	45.0%	37.5%	17.4%
■ Prefer Not To Say	2.2%	1.0%	0.0%	1.7%	0.0%	0.0%

Caring: Other Caring Responsibilities



	All Matrix	All Members	QCs	non-QCs	SMT	Other Staff
■ No	73.1%	76.2%	75.6%	76.7%	62.5%	69.6%
■ Yes: 1-19hrs/week	21.6%	20.8%	22.0%	20.0%	25.0%	26.1%
■ Yes: 20-49hrs/week	1.5%	1.0%	2.4%	0.0%	0.0%	4.3%
■ Yes: 50hrs +/week	0.7%	1.0%	0.0%	1.7%	0.0%	0.0%
■ Prefer Not To Say	3.0%	1.0%	0.0%	1.7%	12.5%	0.0%