

Farore Law

STATISTICS AND ANALYSES

regarding the slow progression of
women in the professional spheres

May 2019

Farore Law

How far have we come?

An analysis of the recent progression of women in
law and other professions in the UK

May 2019

Contents

Contents.....	2
About Farore Law	3
Executive summary	4
Scope of research	5
1. Progression of women in Law.....	6
Barristers.....	6
Total barristers in practice: recent (2014 – 2018)	6
Total barristers in practice: 1985 - 2018	7
Pupillage and gaining tenancy	9
Women in tenancy compared with years of Call	11
QCs	14
Elevation to QC	15
Retention.....	17
Practice area.....	21
Solicitors	22
Training contracts / trainee retention	22
Admitted / practising solicitors	23
Partnership	23
Judiciary	25
Overview as of 2018	25
Overview as of 2017	27
Overview as of 2016	28
Overview as of 2015	29
Comment / Analysis.....	30
2. Progression of women in Accountancy	40
General female representation in the accounting industry worldwide	40
Female representation in the UK (employed) accounting industry	40
Female representation within the Big Four	41
General female progression within the Big Four in recent years	42
General female progression across the accounting industry in recent years	44
Comment / Analysis.....	44
3. Progression of women in Medicine	46
In practice	46
In academia.....	46
Comment / Analysis.....	47
Concluding comments	48
Appendix 1 – QC Applications by gender	50
Appendix 2 – Call to the Bar	51
Appendix 3 – QCs in practice.....	52
Appendix 4 – partner gender (percentage)	53
Appendix 5 – practice areas in relation to gender at the Bar	54
References	55
Contact us.....	60

About Farore Law

Farore Law is a law firm specialising in discrimination, harassment and equal pay, in both the work and non-work spheres of people's lives. Our primary focus is on gender discrimination and related disability discrimination arising from mental illness, with a secondary focus on age and race discrimination cases. We provide bespoke training, and conduct inquiries relating to equal pay, progression of women, and diversity. We also maintain a dedicated pro bono unit that has acted for or advised over 30 people since the firm opened in 2017.

The firm was founded by **Suzanne McKie QC**, who has over 25 years' worth of experience working in these fields. In 2018, Suzanne provided oral evidence on the use of non-disclosure agreements (NDAs) to a Parliamentary inquiry following the allegations made against Harvey Weinstein. Suzanne regularly provides media comment on matters concerning discrimination and harassment.

Farore Law also co-sponsored the Fawcett Society's 2018 report on a landmark review of the law of sex discrimination and submitted written evidence to the Women and Equalities Committee inquiry and oral evidence to the Dept of Business on the use of NDAs in discrimination and harassment cases and the problems faced by claimants in litigating in employment tribunals.

Various legal directories recommend Suzanne as one of the leading specialists in her field:

“She is incisive, ferocious in cross-examination and brilliant with clients”
Chambers and Partners

“Very detailed in her approach, and a force to be reckoned with”
Legal 500

“... works tirelessly for her clients and is incredible in cross-examination ... Her merits have ensured that she has attracted an enviable client base”
Chambers and Partners

“Suzanne brings a commercial and strategic perspective to any case management; she is almost entirely unflappable and absorbs pressure like a sponge”
Legal 500

Executive summary

The nature of Farore Law’s practice has a strongly gendered dimension, and it is this which led us to produce this Report. Our initial intention was to research the representation and progression of female barristers up the ranks of the Bar of England and Wales. The existence of a gender imbalance was expected, but the extent of it moved us to assess the results against the progression of female solicitors and members of the judiciary. We rounded off our research with a concise overview of women working in accountancy and medicine.

The fact there exists a gender disparity in the legal profession came as no surprise to us, but its extent at the Bar still invites a level of wonder. Current trends suggest that the gender balance of practising barristers will never be reached. This is because fewer women tend to move from Call to practice and have a higher attrition rate once in practice (with the proportion of women falling as seniority increases). It will take 30+ years for the percentage of female practising barristers to rise to 44%. One of the most common reasons for women leaving the Bar is “family reasons”, with the majority citing the difficulty of combining a career at the Bar with caring responsibilities for children. There are also significantly fewer female applicants for QC each year, yet women tend to outperform men in successfully applying.

As to the judiciary: there has been an increase in female representation among court judges since 2014, which is good to see. However, higher levels of female representation were seen in the younger age groups, and there is a lower representation of women in senior judicial roles. Additionally, female judges enjoy better representation in fee-paid positions than in salaried positions, suggesting that either want to hold the position on a part-time basis or other commitments make that essential.

As to solicitors: the number of women partners in large firms is rising, and there will be approximately 10,000 more female practising solicitors than men by 2022 if current rates of growth are maintained. However, there are still more than twice the number of male partners despite an increasingly even gender split overall. Cited disadvantages experienced by female solicitors include gender biases in recruitment and promotion, the use of male-focused activities to develop client relationships, and lack of flexible working. However, gender diversity and progression within law firm is better than at the Independent Bar, which may have a good deal to do with greater support systems, team structures, enhanced ability to delegate and more senior female role models.

The proportion of women in accountancy remains consistent, but very low. Between 2012 to 2018, the highest percentage of female principals at the Big Four reached just 19%.

Female junior doctors are more likely to leave hospital-based work in favour of general practice for career breaks, more regular hours, fewer out-of-hours, and more flexibility. As to the lower representation in consultant roles: noted barriers include a “gendered culture” in medicine. Women in medical academia face greater obstacles to career progression. Amongst other things, women are less likely to apply for research funding, and publish research less frequently than men. Research also suggests that women authors are proportionately cited less frequently than their male counterparts.

Scope of research

This Report was produced by **Suzanne McKie QC** and **Ruth Whittaker**.

The statistics contained within relate to the representation and progression of female barristers in contrast to female solicitors, followed by the gender balance of the judiciary and comparisons with female progression in the UK-based professions of accountancy and medicine. The extent of the research has been greater for the legal professions than the other professions, which included interviewing members of the Bar and law firms, and obtaining unpublicised statistics from the BSB, SRA and Law Society.

Certain figures have been rounded up to the nearest whole number or tenth decimal place for ease of analysis. Basic averages were also produced to facilitate analysis. Any slight numerical discrepancies may be attributed to these factors.

Whenever possible, official summaries of raw data were used, and all sources quoted or paraphrased.

Farore Law is grateful to the Bar Standards Board, the Law Society, and QC Appointments for providing us with further statistics in addition to their public literature.

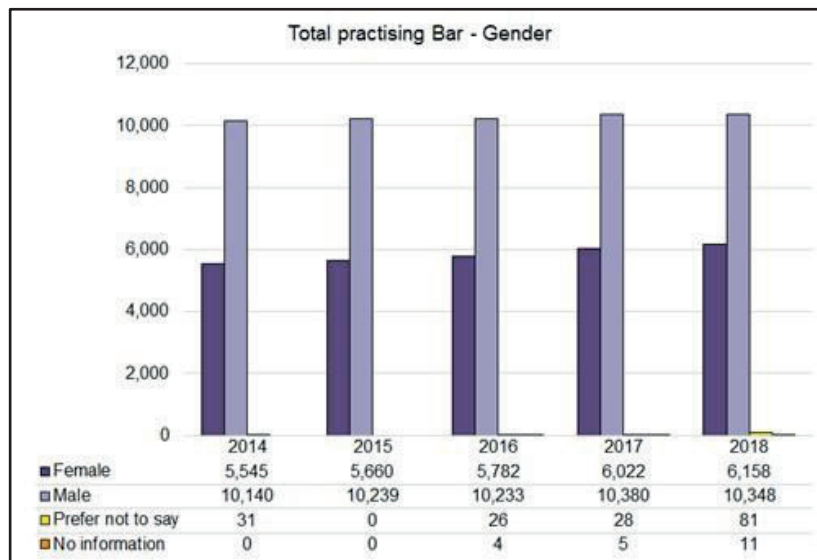
1. Progression of women in Law

The following statistics account for the progression of women in UK-based chambers and law firms as barristers and solicitors respectively, starting from Call/Admission to QC/Partner. Statistics from the judiciary are also included.

Barristers

Total barristers in practice: recent (2014 – 2018)

In 2018, there were a recorded total of 16,506 barristers in practice (i.e. self-employed, employed, and dual capacity), excluding 92 individuals who elected not to disclose their gender or were otherwise unrecorded. 6,158 of the 16,506 individuals were women. This equates to roughly 37% of the practising Bar being women, which has remained largely unchanged since 2014.



Source: BSB¹

This graph above is reproduced as the approximate female percentage of total barristers in practice:²

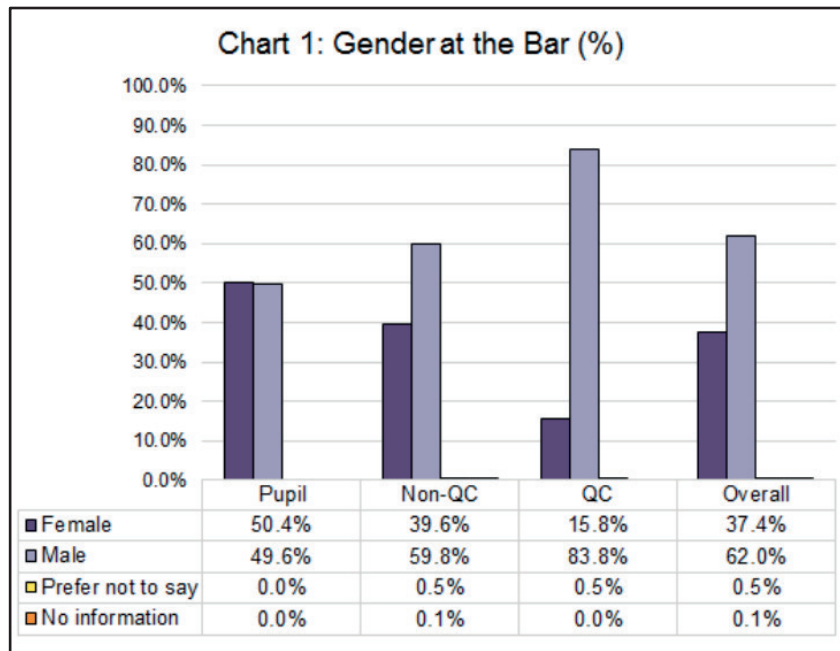
2014	2015	2016	2017	2018
35%	36%	36%	37%	37%

The overall percentage of women at the Bar increased by 0.4 percentage points from December 2017 to December 2018, as was the case from December 2016 to December 2017. The greatest increase has been for QCs, but the overall proportion of female QCs is low in comparison to the overall percentage of female barristers at the Bar.³

¹ <https://www.barstandardsboard.org.uk/media-centre/research-and-statistics/statistics/practising-barrister-statistics/> (as accessed on 27.4.19)

² Note that these percentages exclude individuals who elected not to disclose their gender or were otherwise unrecorded.

³ Diversity at the Bar 2018, pg.8. See also the QC-specific section of this Report.



Source: BSB⁴

Total barristers in practice: 1985 - 2018

The following tables cover the numbers and percentages of female and male practising barristers from 1985 to 2018.⁵ Please note that at certain points, the method for collecting reporting data changed. This is reflected by the three different tables: from 1995, employed barristers were included in the statistics; from 2009, the Bar Standards Board (BSB) further refined its methods of recording and reporting; and from 2010, barristers were permitted to register as “dual capacity” and were incorporated in the data accordingly. **As such, the data is not directly comparable across 1985 to 2018, but still serves as a useful indication that there is a clear and consistent increase of women at the Bar (but for a slight regression in 2009).**

Self-employed Bar		
<i>Year</i>	<i>No. of women</i>	<i>Percentage of total in practice</i>
1985	696	13.0%
1986	747	13.6%
1987	788	14.0%
1988	890	15.1%
1989	1040	16.6%
1990	1163	17.5%
1991	1274	18.5%
1992	1420	19.5%
1993	1593	20.6%
1994	1763	21.8%

Source: BSB

⁴ Diversity at the Bar 2018, pg.8

⁵ BSB Dataset 1 (Farore Law obtained this data directly from the BSB in November 2018)

Self-employed and Employed Bar		
<i>Year</i>	<i>No. of women</i>	<i>Percentage of total in practice</i>
1995	2848	25.9%
1996	3073	26.9%
1997	3210	27.2%
1998	3410	28.0%
1999	3535	28.4%
2000	3706	29.0%
2001	3762	29.5%
2002	4207	30.9%
2003	4406	31.5%
2004	4636	32.3%
2005	4814	32.9%
2006	4970	33.4%
2007	5106	34.0%
2008	5183	34.1%

Source: BSB

Self-employed; Employed Bar; and Dual Capacity			
<i>Year</i>	<i>No. of women</i>	<i>Percentage of total in practice⁶</i>	<i>Percentage undisclosed</i>
2009	5018	35.4%	0.3%
2010	5163	34.6%	0.3%
2011	5376	34.8%	0.3%
2012	5400	34.9%	0.3%
2013	5443	35.0%	0.2%
2014	5545	35.3%	0.2%
2015	5667 ⁷	35.6%	0.0%
2016	5782	36.0%	0.2%
2017	6022	36.6%	0.2%
2018 ⁸	6158	-	-

Source: BSB

Recent trends

Between 2013-14 to 2017-18, a total of 3,306 women were confirmed as Called to the Bar. 3,164 men were Called during the same period.⁹ The Bar Council in 2015 noted there has been a clear

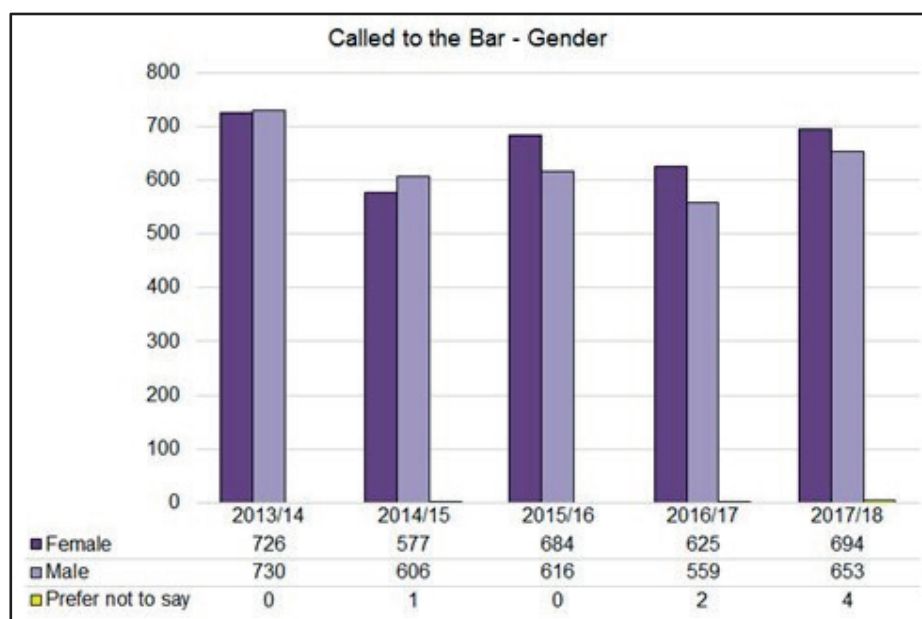
⁶ These percentages were obtained from datasets provided by the BSB.

⁷ There is a discrepancy between BSB Data Spreadsheet 2009-18 and BSB Dataset 1; the higher number is included here (the other datum being “5660”).

⁸ This datum was taken from BSB Data Spreadsheet 2009-18. It is appreciated that the figures in the BSB’s Diversity at the Bar 2018 report differ from those on this Spreadsheet. The BSB has confirmed that this is because its Diversity at the Bar reports include pupil barristers in its count.

⁹ The next update for Call statistics is due in November 2019.

movement towards gender equality at Call, with an approximate 50:50 balance being achieved in 2000 which has been maintained since.¹⁰



Source: BSB¹¹

Historical trends

The following table and graph note the number of men and women Called to the Bar across 1990, 1995, 2000, 2005 and 2015. (Data from 1984-95 onwards is available at Appendix 2.)

Year	No. of women Called	% of women Called	No. of men Called	% of men Called	No. of individuals unaccounted for
1990-91	482	40.8%	697	59.0%	2
1995-96	640	39.7%	969	60.1%	3
2000-01	738	48.4%	785	51.5%	2
2005-06	784	50.2%	775	49.6%	4
2010-11	832	51.1%	795	48.8%	2
2015-16	684	52.6%	616	47.4%	0

Of note here is the high percentage of women called to the Bar 15-30 years ago; higher than might have been anticipated. This needs to be contrasted with the very low percentage of QCs 15-20 years later and the progression charts that appear later in this section of the Report.

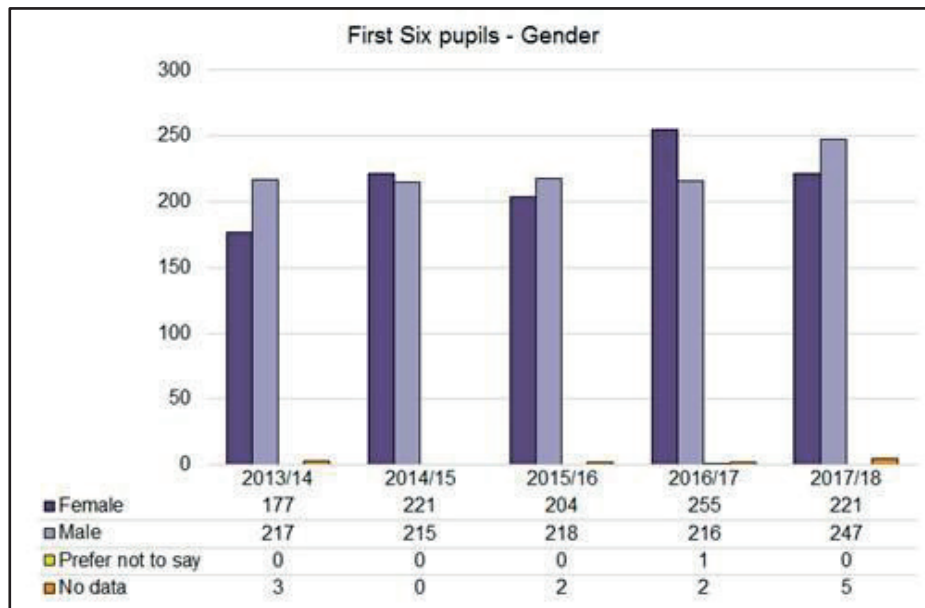
Pupillage and gaining tenancy

The figures below show the percentage of women gaining pupillage is very healthy. The same applies to the chart showing the genders who manage to obtain a tenancy at the end of pupillage.

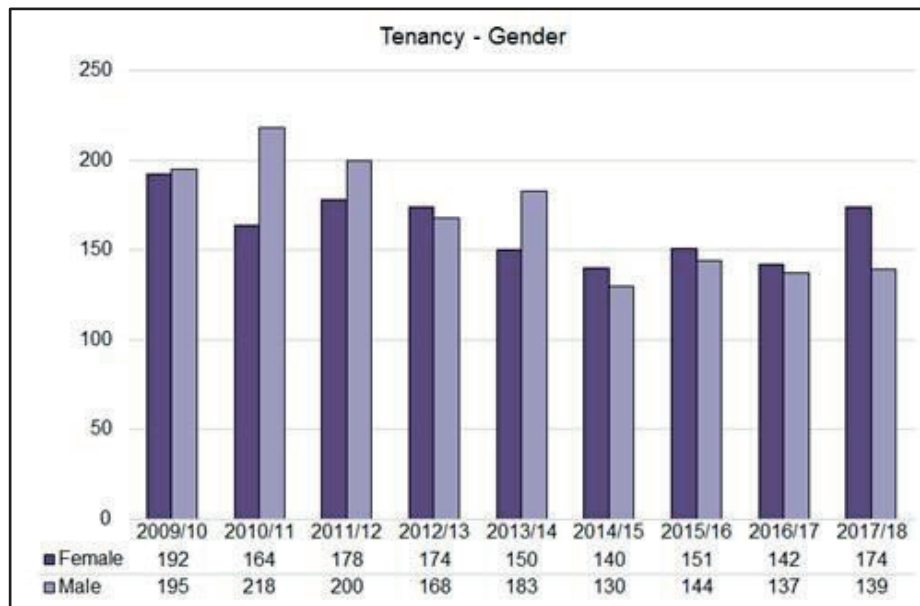
¹⁰ Momentum Measures: Creating a diverse profession (2015), pg.1

¹¹ Taken from <https://www.barstandardsboard.org.uk/media-centre/research-and-statistics/statistics/called-to-the-bar-statistics/> (as accessed on 27.4.19)

Once tenancies are gained the barrister is self-employed and only in extreme situations will be forced to leave; the attrition we see later in the Report arises from the decision of women to leave the independent Bar.



Source: BSB¹²



Source: BSB¹³ This graph refers to those who secured tenancy less than 6 months after the end of the legal year in which they completed pupillage.

¹² Taken from <https://www.barstandardsboard.org.uk/media-centre/research-and-statistics/statistics/pupillage-statistics/> (as accessed on 27.4.19). The next update for pupillage statistics is due in November 2019.

¹³ Taken from <https://www.barstandardsboard.org.uk/media-centre/research-and-statistics/statistics/called-to-the-bar-statistics/> (as accessed on 27.4.19).

Following the statistics between 2013/14 to 2017/18 above: between this period, out of the 3,306 women who were Called, 1,078 secured (a first six) pupillage, and 757 women went on to secure tenancy. Out of the 3,184 men Called, 1,113 men secured pupillage and 733 secured tenancy.¹⁴

The development of female representation from Call to pupillage between 2012-13 and 2017-18 is laid out in the following table:*

Year	No. of women Called	No. of women in Pupillage	No. of women in Tenancy	No. of men Called	No. of men in Pupillage	No. of men in Tenancy
2017-18	694	221	174	653	247	139
2016-17	625	255	142	559	216	137
2015-16	684	204	151	616	218	144
2014-15	577	221	140	606	215	130
2013-14	726	177	150	730	217	183
2012-13	691	253	174	655	260	168

**As with the above graph, the data in this table refers to those that have completed pupillage and gone on to gain tenancy less than 6 months after the end of the legal year in which they completed pupillage.*

With regard to the statistical model employed by the Bar Council in 2015, trends suggest that the gender balance of barristers in practice will not be reached.¹⁵ This is because women have a higher attrition rate once in practice – which is all the more concerning, as women’s propensity to move from Call to tenancy is around the same as men, based on the table above. The attrition rate is such that it would require a very long period of substantial imbalance in favour of women at Call to achieve a balance of women in practice. The model suggests that given current attrition rates, approximately a 60:40 split in favour of women being Called to the Bar would be required to establish gender equality in practice. Furthermore, the model demonstrates that it will take upwards of 30 years for the female proportion of practising barristers to rise to a consistent 44%.¹⁶

Women in tenancy compared with years of Call

It is recommended that the following data is taken as an approximation only.¹⁷

¹⁴ This are not precise figures given those individuals who did not provide data (combined with the fact that these may not be the same people who do not report their gender information each year). However, the figures may be considered as largely accurate.

¹⁵ Calculations indicate even in 75 years, the proportion of practising barristers will not reach 50%. (Momentum Measures: Creating a diverse profession (2015), pg.9)

¹⁶ Momentum Measures: Creating a diverse profession (2015), pg.9 (pgs.1-2, 9)

¹⁷ It is noted that the number of women and men do not consistently meet the relevant total. The reason for this is unclear, but based on the information provided, it seems likely that this is due to the number of individuals who did not provide information about their gender. As the number of these unknown individuals are likely to be negligible based on other recent statistics, these statistics should still help in building a picture, albeit a broad one.

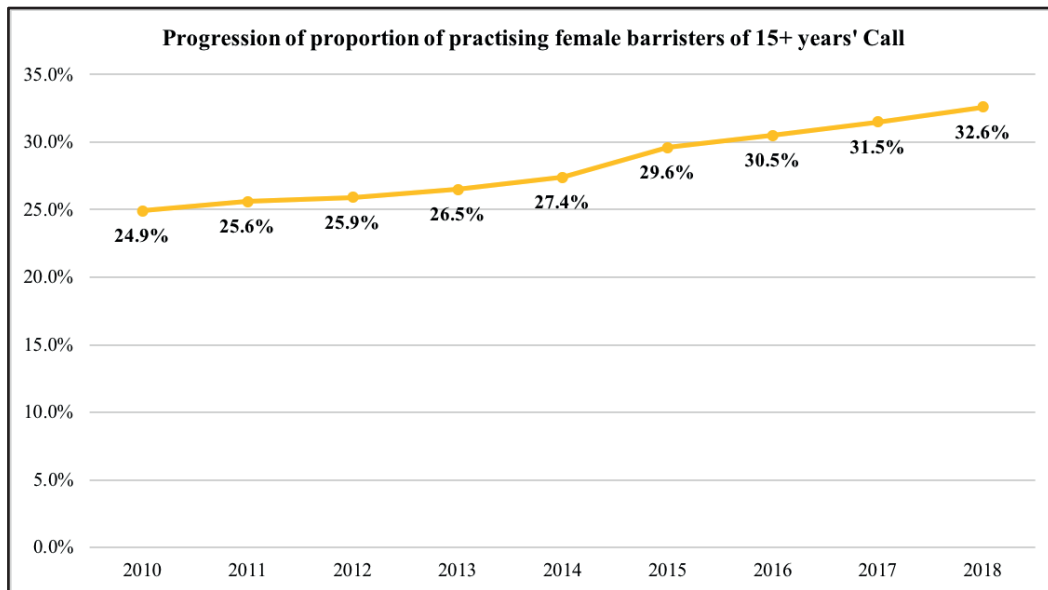
Year	Call	Total in practice	No. of women	% of women	No. of men	% of men	No. of individuals unaccounted for
2010	<5 years	2,663	1,230	46.2%	1,432	53.8%	n/a
	15+ years	6,419	1,597	24.9%	4,822	75.1%	
2011	<5 years	2,454	1,126	45.9%	1,328	54.1%	
	15+ years	6,934	1,772	25.6%	5,162	74.4%	
2012	<5 years	2,252	1,030	45.7%	1,222	54.3%	
	15+ years	7,459	1,935	25.9%	5,524	74.1%	
2013	<5 years	1,969	875	44.4%	1,093	55.5%	
	15+ years	7,954	2,105	26.5%	5,849	73.5%	
2014	<5 years	1,542	656	42.5%	885	57.4%	
	15+ years	8,465	2,321	27.4%	6,144	72.6%	
2015	<5 years	1,339	584	43.6%	755	56.4%	
	15+ years	9,618	2,845	29.6%	6,773	70.4%	
2016	<5 years	1,300	606	46.7%	763	58.7%	1
	15+ years	9,834	2,998	30.5%	6,813	69.3%	3
2017	<5 years	1,407	628	44.7%	777	55.3%	2
	15+ years	10,208	3,218	31.5%	6,965	68.2%	22
2018	<5 years	1,414	635	45.1%	773	54.9%	6
	15+ years	10,351	3,352	32.6%	6,946	67.4%	53

Source: BSB¹⁸

The extent to which conclusions can be drawn based on the above table alone is limited, given that those between 5 and 14 years' Call inclusive are not accounted for. There has been an improvement in gender parity since 2010: in 2010, 24.9% of barristers of 15+ years' Call were women, and that percentage has risen to 32.6% in 2018.

The following graph demonstrates that improvement appears consistent, if slow:

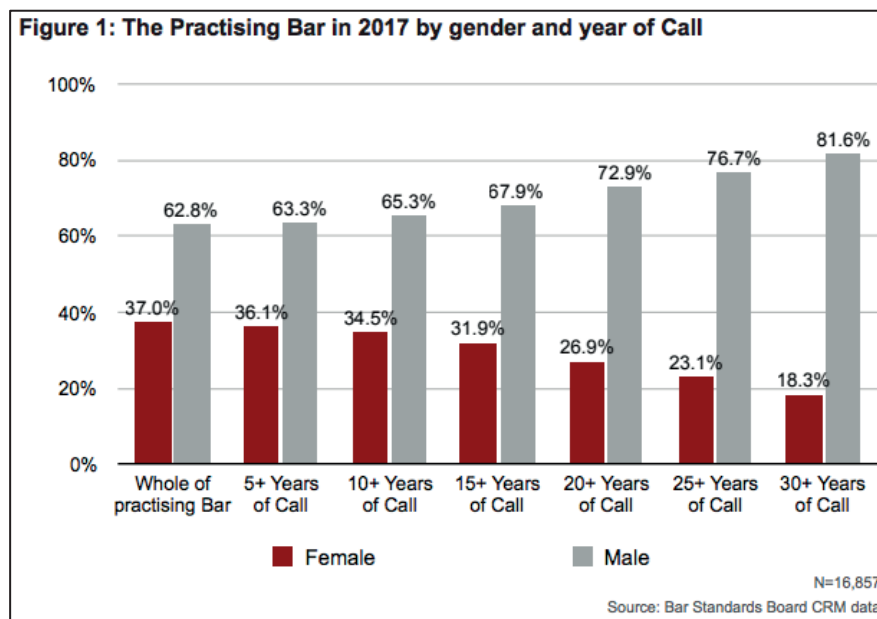
¹⁸ BSB Data Spreadsheet 2009-18



Source: Farore Law

'Women at the Bar: Research exploring solutions to promote gender equality' (2018)

In May 2018, the Bar Standards Board published a study noting that women at the practising Bar have a far higher rate of attrition than men, with the proportion of women consistently falling as seniority (by year of Call) increases (see Figure 1).

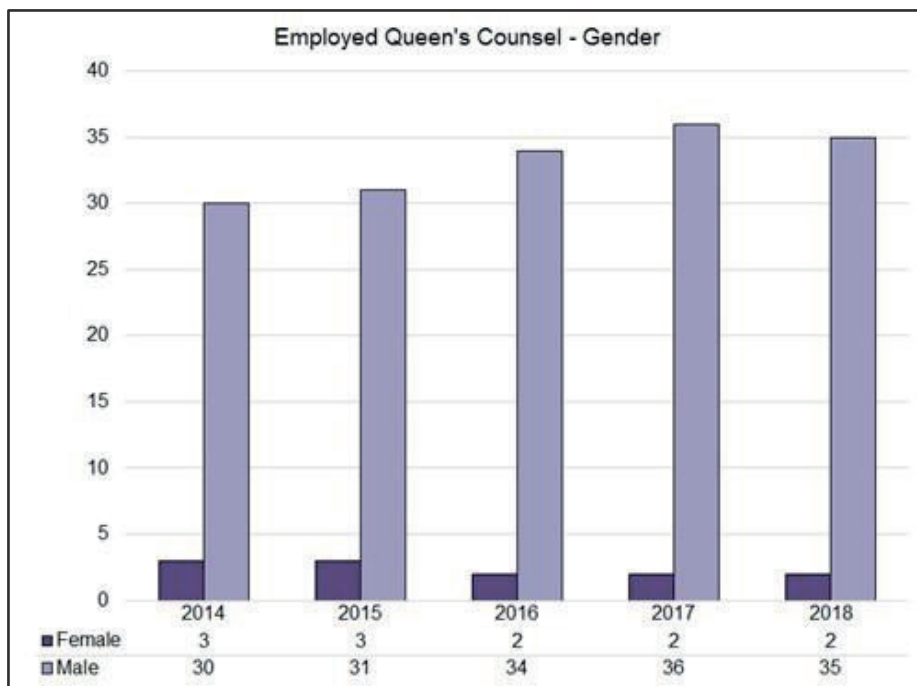


Source: BSB¹⁹

¹⁹ Women at the Bar (2018), pg.7



Source: BSB²⁰



Source: BSB^{21 22}

²⁰ Taken from <https://www.barstandardsboard.org.uk/media-centre/research-and-statistics/statistics/queen's-counsel-statistics/> (as accessed on 27.4.19). The next update for QC statistics is due in February 2020.

²¹ Taken from <https://www.barstandardsboard.org.uk/media-centre/research-and-statistics/statistics/queen's-counsel-statistics/> (as accessed on 27.4.19).

²² The next update for QC statistics is due in February 2020.

There was an average of 1,632.6 self-employed QCs in each year between 2014 to 2018.²³ Out of these, an average of 237.4 were women, whereas an average of 1,393.6 were men (not accounting for the average of 3.6 self-employed QCs per year who did not disclose their gender). There was an average of 35.6 employed QCs each year between 2014 to 2018.²⁴ An average of 2.4 were women; 33.2 were men.

See Appendix 1 for a detailed list of applications and appointments to QC, broken down along gender lines. A full dataset showing the number and percentage of practising QCs between 1990 to 2017 is available at Appendix 3.²⁵

Elevation to QC

Applicants v awards

Between 1995 and 2018 (excluding 2004 and 2005), a rough average of 17.8 women achieved QC status each year, compared with 80.3 men. The low number of applicants notwithstanding, women tend to outperform men each year in successfully applying for QC. The BSB has yet to break down these figures by reference to the different practice areas.

Percentage of successful QC applications by gender		
Year	Female	Male
1995	19.0%	14.0%
1996	10.0%	13.8%
1997	12.2%	13.7%
1998	21.7%	10.8%
1999	18.4%	11.9%
2000	18.9%	15.0%
2001	19.6%	16.5%
2002	27.3%	26.2%
2003	23.1%	31.5%
2004	n/a	n/a
2005	n/a	n/a
2006	48.5%	37.7%
2007-08	39.2%	28.3%
2008-09	55.2%	40.5%
2009-10	43.5%	47.8%
2010-11	65.9%	44.3%
2011-12	57.5%	37.8%

²³ Taken from <https://www.barstandardsboard.org.uk/media-centre/research-and-statistics/statistics/queen's-counsel-statistics/> (as accessed on 27.4.19).

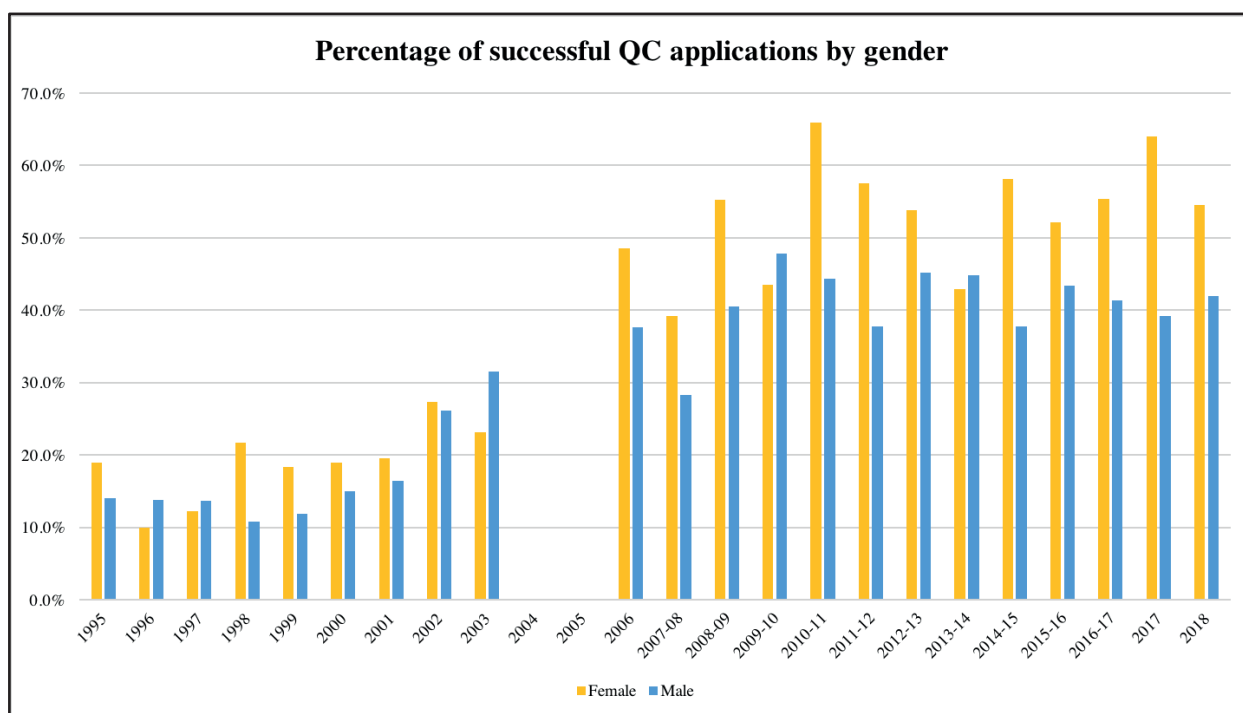
²⁴ Taken from <https://www.barstandardsboard.org.uk/media-centre/research-and-statistics/statistics/queen's-counsel-statistics/> (as accessed on 27.4.19).

²⁵ This does not account for the small minority for whom information was unavailable.

2012-13	53.8%	45.2%
2013-14	42.9%	44.8%
2014-15	58.1%	37.8%
2015-16	52.1%	43.4%
2016-17	55.4%	41.4%
2017	64.0 %	39.2%
2018	54.5%	41.9%

Source: QCA²⁶

(The full dataset of applicants and awards during this time frame is available at Appendix 1.)



Source: Farore Law

Success of women over time

Two sets of data were analysed to produce the following table, which provides a comparative indication of how many women attained QC status after 15 years of practice²⁷ across a 3-year period. The Bar Standards Board has also confirmed that its data regarding the number of tenants also includes QCs. (Given the differing sources of data, and the potentially differing means of data collection by the Bar Standards Board, the following serves strictly as an estimate.)

²⁶ QCA Dataset 1. (Statistics for 2003 and 2004 were not available, and so these years are omitted from this graph and from the calculation of the rough average.)

²⁷ The Bar Standards Board has indicated that QCs tend to have a minimum of 15 years' practice, hence the reason for analysing this particular period of time. However, it is important to note that this is a somewhat artificial construct, given that there may well be a significant number of QCs who had more or fewer than 15 years' practice at the time of their appointments. Other invisible factors may also be at play (e.g. the mix of 'old' and 'new' QCs'; or QCs returning to practice after a break). A slight number of individuals did not provide gender data.

Indication of elevation of female barristers to QC status					
<i>No of tenants in 2002</i>	<i>No. of practising QCs in 2017</i>	<i>No of. tenants in 2001</i>	<i>No. of practising QCs in 2016</i>	<i>No of. tenants in 2000</i>	<i>No. of practising QCs in 2015</i>
2974	256	2828	228	2640	210
8.6% of female tenants reached QC		8.1% of female tenants reached QC		8.0% of female tenants reached QC	

Sources: BSB; QCA

Note that many women practise for longer than the average time before applying for Silk mostly due to childcare commitments.

Retention

The following table shows the number of practicing barristers who left the Bar, distinguished by gender and on a yearly basis from 2000-01 to 2018-19 inclusive. **These statistics were obtained direct from the Bar Standards Board and refer to individuals who ceased practice (rather than having been disbarred), meaning those who have not renewed their practising certificates.** It is important to bear in mind that these statistics **do not** include those who leave the independent bar and become in house lawyers or become employed by law firms, as they will of course retain their practising certificates. There is strong evidence that there is a high rate of women leaving the Bar to go in house or to firms. It is also important to note that some barristers may not renew their practising certificate for a certain period before returning to practice at a later date; as such, figures may not accurately reflect those who have left the profession permanently.²⁸ Of further note is rS45 of the BSB Handbook (April 2019) which states that if a person does not renew their practising certificate for 5 years (which in practice is likely to be related to childcare) they will be required to undergo such further training as the BSB may impose before they will be allowed to renew. This may potentially add to the attrition rate.

Year	Women		Men		Total ²⁹	
	<i>Starting or returning to practice</i>	<i>Leaving practice</i>	<i>Starting or returning to practice</i>	<i>Leaving practice</i>	<i>Starting or returning to practice</i>	<i>Leaving practice</i>
2000-01	469	368	579	592	1051	963
2001-02	507	359	581	521	1092	880
2002-03	556	251	615	316	1175	567
2003-04	513	263	519	358	1035	622
2004-05	422	257	466	345	893	602
2005-06	447	284	454	418	908	705
2006-07	467	318	438	397	910	716
2007-08	418	310	426	384	845	696
2008-09	498	458	444	441	945	901
2009-10	450	413	461	455	915	870
2010-11	474	409	383	381	861	791
2011-12	438	486	448	489	893	975

²⁸ BSB Dataset 3 (see References). BSB Information Services was unable to provide data on tenancy and leavers prior to 2000. Farore Law remains in contact with the Bar Standards Board, and we are expecting updated retention statistics shortly (though these will not yet cover the entirety of 2019-2020).

²⁹ The total number in these columns do not correspond with the rest of the data in the 'women' and 'men' columns. The BSB have confirmed that this is due to individuals whose gender information was unaccounted for.

2012-13	436	418	453	478	893	897
2013-14	518	413	493	416	1016	831
2014-15	456	347	474	414	939	763
2015-16	445	336	412	359	863	697
2016-17	436	282	424	371	863	654
2017-18	477	218	450	313	931	531
2018-19	329	137	339	176	669	316

Source: BSB

Year	No. of practising barristers on 1 December in given fiscal year	
	Women	Men
2000-01	3706	9053
2001-02	3762	9001
2002-03	4207	9394
2003-04	4406	9579
2004-05	4636	9728
2005-06	4814	9809
2006-07	4970	9920
2007-08	5106	9924
2008-09	5183	9999
2009-10	5018	9141
2010-11	5163	9706
2011-12	5376	10048
2012-13	5400	10032
2013-14	5443	10062
2014-15	5545	10140
2015-16	5667	10248
2016-17	5782	10233
2017-18	6022	10380
2018-19	-	-

Source: BSB ³⁰

Year	Estimated % of barristers leaving practice	
	Women	Men
2000-01	9.9%	6.5%
2001-02	9.5%	5.8%
2002-03	6.0%	3.4%
2003-04	6.0%	3.7%
2004-05	5.5%	3.5%
2005-06	5.9%	4.3%
2006-07	6.4%	4.0%
2007-08	6.1%	3.9%
2008-09	8.8%	4.4%
2009-10	8.2%	5.0%
2010-11	7.9%	3.9%
2011-12	9.0%	4.9%
2012-13	7.7%	4.8%
2013-14	7.6%	4.1%
2014-15	6.3%	4.1%
2015-16	5.9%	3.5%
2016-17	4.9%	3.6%
2017-18	3.6%	3.0%
2018-19	-	-

Source: BSB ³¹

Year	Net gain/loss of barristers	
	Women	Men
2000-01	101	-13
2001-02	148	60
2002-03	305	299
2003-04	250	161
2004-05	165	121
2005-06	163	36
2006-07	149	41
2007-08	108	42
2008-09	40	3
2009-10	37	6
2010-11	65	2
2011-12	-48	-41
2012-13	18	-25
2013-14	105	77
2014-15	109	60
2015-16	109	53
2016-17	154	53
2017-18	259	137
2018-19	192	163

Source: BSB

Financial Times: “Why female barristers are leaving the profession” (2019) ³²

The FT reports that poor retention is particularly evident in public criminal and family work, and that it is especially poor in criminal law: the unpredictability of the court listing system, funding childcare, and the need to work away from home all cause difficulties for primary carers. In addition to citing the individual experiences of female barristers, the article makes reference to findings from the Criminal Bar Association and the Western Circuit Women’s Forum. These sources are set out as follows.

A letter from the Chair of the Criminal Bar Association (2019)

A “Monday Message” published by Chris Henley QC focused on the experiences of women at the criminal Bar. His following comments merit attention in the context of retention:

- *“Talented women are leaving criminal practice. The pattern is the same everywhere. There is a crisis. A quick glance at any criminal chambers’ website confirms it. Even the most successful junior women increasingly have had enough. They can get easier, better paid jobs elsewhere, where they will be supported, be treated with respect and where the conditions are flexible and compatible with family life.”*
- *“Ambitious female practitioners are often ‘guided’ towards sex offence work; surely the most gruelling, and no longer paid properly.”*
- *“The hours are punishing and unpredictable ... the personal sacrifices are huge, fees are derisory, not remotely stacking up for the necessary childcare or breaks, and the treatment from all directions too often is very unpleasant.”*
- *“There is a notice in [one] court’s robing room which threatens any counsel not immediately ready that their case will be removed from the list and be called on at the end of the day, or be taken out altogether. How do you plan a busy personal and professional life around such porcine behaviour?”*
- *“There is too much talk about diversity ... but nothing discernible is yet happening. It is patently not being taken sufficiently seriously.”*

Back to the Bar (2018) ³³ – a focus on the Western Circuit

A 2018 study conducted by the Western Circuit Women’s Forum identified 47 barristers who left the Bar on the Western Circuit over a 6-year period. Around 61% were women; almost all of the men who left became judges or retired. The vast majority of women who left did so mid-career.

Most women cited the difficulty of balancing work and family commitments as a factor in their decision. Many women took parental leave and successfully returned to work, but 60% found it difficult to do so. On the other hand, men rarely took parental leave; no male barristers reported taking leave for 6 weeks or longer. The study also states that sole or primary carers are disproportionately disadvantaged when it comes to being able to remain in the profession, and that

³⁰ For 2000-01 and 2001-02, the snapshot is taken on 1 October.

³¹ These are the exact statistics obtained from the BSB. The BSB warns that this is not a precise figure, as it is comparing a snapshot with the picture across the year.

³² See References

³³ See References

inflexibility in working patterns – due to traditional clerking practices and court listing procedures – contributes to this difficulty.

Comment

The difficulties at the criminal Bar are clear, but it is important to note that childcare arrangements, listing issues, and the pressure that judges put on barristers to produce disclosures and submissions overnight are difficulties experienced across all areas of law – with the exception of exclusively non-contentious practice. Ironically, the practice areas that appear to attract and better retain women are contentious. Yet, it is the non-contentious areas that are likely to provide more flexibility and predictability for barristers with primary caring responsibilities, on account of the fact that they do not necessitate time in court.

Practice area

The Bar Standards Board began collecting data on practice areas in relation to gender in 2018. The 2018 data was collected as part of the Bar Standards Board’s Authorisation To Practice renewal process,³⁴ which all practising barristers are required to complete. Consequently, this dataset may be regarded as very accurate, albeit based on each individual’s assessment of their own practice. (A copy of this data was provided to Farore Law and is reproduced at Appendix 5.)

The limited timespan of data, combined with the percentage of barristers who elected to not disclose information, limits analysis. The reader is still encouraged to look at Appendix 5 for a fuller overview of the gender/practice area situation in 2018. Furthermore, it is interesting to note the top three areas in which the percentage of women ranked highest and lowest compared to men:

Practice area (top 3)	(% within gender)			
	Female	Male	No information	Prefer not to say
Lowest % of women				
Admiralty	0.0%	0.2%	0.0%	0.0%
Licensing	0.1%	0.2%	0.0%	0.0%
Chancery (non-contentious)	0.3%	0.5%	0.0%	2.5%
Highest % of women				
Crime	27.9%	30.8%	18.2%	29.6%
Family - children	20.8%	6.6%	18.2%	6.2%
Personal injury	7.0%	10.1%	9.1%	4.9%
Highest % of men				
Crime	27.9%	30.8%	18.2%	29.6%
Commercial	5.3%	11.2%	0.0%	11.1%
Personal injury	7.0%	10.1%	9.1%	4.9%
Lowest % of men				
Admiralty	0.0%	0.2%	0.0%	0.0%
Licensing	0.1%	0.2%	0.0%	0.0%
Defamation	0.4%	0.3%	0.0%	1.2%

³⁴ See <https://www.barstandardsboard.org.uk/authorisation-to-practise/>. The ATP process was deliberately chosen by the BSB: questions on practice areas were designed to match Bar Mutual Indemnity Fund questions as closely as possible so as to minimise the burden on those questioned.

It is therefore not unfair to say that in 2018, the lesser-paid fields retained a comparatively high number of women, whereas the higher-paid fields demonstrated comparatively fewer women in practice.

As the time of writing, the Bar Standards Board does not plan to break these statistics down by date of Call. Farore Law believes that doing so would be helpful in providing an accurate overview of retention and seniority in relation to gender across the profession’s practice areas.

Solicitors

The SRA monitors the diversity of those it regulates and collects data from law firms every two years. The following statistics were confirmed directly from the SRA’s specialist “Law firm diversity data” online tool in March 2019.³⁵

As a whole, and presumably also accounting for those who were Admitted (and thus passed the LPC, though are not necessarily in practice),³⁶ 64% of all UK-based individuals currently regulated by the SRA are female. When this dataset is limited to “All lawyers”, it demonstrates that 48% are female. In a similar fashion, 59% of “Solicitors/other lawyers” are female; 75% are “Other staff” and 33% are “Partners.”

	“All” (inclusive of SRA-regulated individuals not in practice):	“All lawyers”	“Solicitors/other lawyers”	“Partners”	“Other staff”
Female	64%	48%	59%	33%	75%
Male	36%	52%	41%	67%	25%

Training contracts / trainee retention

Farore Law is conscious that, akin to pupils at the Bar, trainee statistics have been healthy on a gender diversity front for ~20 years. As such, trainee statistics are not accounted for in this Report, nor any that note the relationship between gender/trainee retention.³⁷

³⁵ LS Diversity Data Tool – see References

³⁶ This presumption is based on the way that the LS Diversity Data Tool defines “All”, and other criteria it employs.

³⁷ Should the reader be interested in viewing these statistics: the Law Society’s Annual Statistics Reports contain figures dating back to 1987, as of their 1998 Report onwards.

Admitted / practising solicitors

The number of qualified solicitors on the roll (practising and non-practising) are as follows.³⁸

Year	Total on the roll (as of 31 July)	Women		Men	
		Total	Holding practicing certificates	Total	Holding practicing certificates
2017	181,968	92,384 (50.8%)	69,995 (50.1%)	89,584 (49.2%)	69,629 (49.9%)

The SRA commissioned research based on an analysis of 194,019 solicitors admitted to the Roll between 1970 and 2016 who remained registered between 2006 and 2016. It found that the proportion of women increased from 10% in 1970 to over 60% in 2016.³⁹ In 2017, women practising certificate holders outnumbered men for the first time.⁴⁰ However, women continue to experience fewer opportunities than (white) male peers in the solicitors' profession, resulting in unequal pay and progression outcomes.⁴¹ This is in spite of the largely equal balance of men and women entering the profession each year: judging by the number of Admissions over the years, the number of women tends to be higher. The Law Society has recently stated that law firms failing to reflect the reality of women in the legal profession at its senior levels is a global issue.⁴²

Year	No. of women Admitted	% of women Admitted	No. of men Admitted	% of men Admitted	No. of individuals unaccounted for
1990-91	2,027	47.5%	2,238	52.5%	0
1995-96	2,417	52.3%	2,203	47.7%	
2000-01	3,399	54.7%	2,819	45.3%	
2005-06	4,206	59.4%	2,869	40.6%	
2010-11	4,989	59.4%	3,413	40.6%	
2015-16	3,904	61.5%	2,442	38.5%	

Source: Law Society Annual Statistics Reports 2016, 2011, 1996, and 1991

Partnership

Research commissioned by the SRA demonstrates that partnership remains male-dominated with only one-third of partners being female, and that the prospect of partnership is higher for white

³⁸ Law Society Annual Statistics Report 2017 (The full Reports are available free of charge to Law Society members; this data was taken from the landing page. The Law Society has confirmed that the Annual Statistics Report 2018 is due at the end of May 2019.)

³⁹ Mapping advantages and disadvantages (2017), pg.6. (This Report takes an intersectional approach accounting for both gender and ethnicity in legal career progression.)

⁴⁰ Law Society Annual Statistics Report 2017, pg. 7

⁴¹ Mapping advantages and disadvantages (2017), pg.5

⁴² Influencing for impact (2019), pg. 4

males than any other gender/ethnic group across all types of firms. Partnership opportunities are greatest for females at high-street firms.^{43 44}

The figures are more positive than the percentage of female QCs. This might, however, be partly as a consequence of the fact that partnership is more likely to be offered at as little as 7-8 years PQE, or less for those in two-partner firms. The following table notes the number and percentage of female partners broken down by year.⁴⁵ (Statistics for male partners are available at Appendix 4.)

Year⁴⁶	No. of female partners⁴⁷	Female % of (total) partners
1983-4	977	4.9%
1984-5	1,283	5.8%
1985-6	1,464	6.6%
1987-8	2,047	8.9%
1989	n/a	
1990	2,937	12.5%
1991	3,203	12.3%
1992	3,396	13.0%
1993	3,510	13.5%
1994	3,706	14.2%
1995	3,954	15.0%
1996	4,115	15.5%
1997	4,420	16.5%
1998	4,802	17.4%
1999	5,056	18.0%
2000	5,418	19.0%
2001	5,757	19.9%
2002	6,043	20.6%
2003	6,182	21.3%
2004	6,165	21.9%
2005	6,095	22.6%
2006	5,727	23.2%
2007	7,420	23.5%
2008	7,710	24.3%
2009	7,854	24.8%
2010	8,002	25.4%
2011	8,208 ⁴⁸	26.7%
2012	8,090	26.7%

⁴³ Mapping advantages and disadvantages (2017), pg.5

⁴⁴ Five firm profiles were accounted for in the SRA “Mapping advantages...” study dated October 2017: “City-boutique”, “High-street”, “Regional-niche”, “Large corporate”, and “Regional mid-tier”.

⁴⁵ The Law Society do not have Annual Statistics Reports dated before 1984.

⁴⁶ As at 31 July

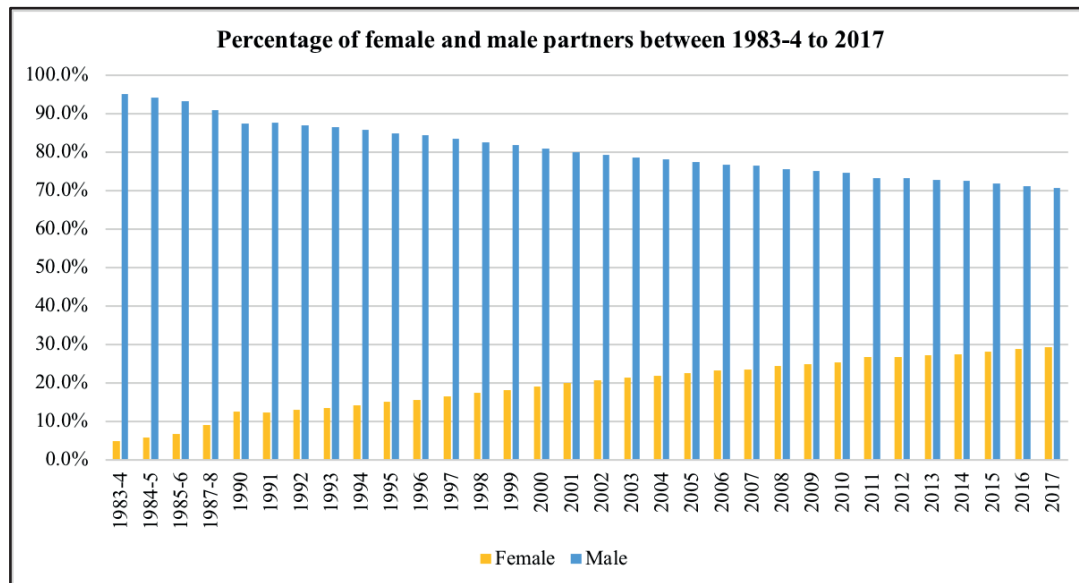
⁴⁷ Partner or partner equivalents (members, directors, shareholders), including salaried partners, in practice

⁴⁸ There appears to be conflicting information in the Law Society’s 2011 Annual Statistics Report. The higher statistic is included in this table.

2013	8,115	27.2%
2014	7,985	27.5%
2015	8,100 ⁴⁹	28.2%
2016	8,105	28.8%
2017	8,241	29.3%

Source: Law Society Annual Statistics Reports⁵⁰

We produced the following graph to aid visualisation of the data in the table above. (Note that it excludes the year 1989 due to insufficient data.)



Source: Farore Law

Judiciary

The figures for the judiciary compare favourably to the numbers of female QCs.

Overview as of 2018 ⁵¹ ⁵²

- Since 2014, and as of 2018, female representation increased by 5 percentage points among court judges, and 3 percentage points among tribunal judges.
- In general, younger age groups had higher levels of female representation. 55% of court judges under 40 were female, and 47% of court judges aged 40 to 49 were female.

⁴⁹ There appears to be conflicting information in the Law Society's 2015 Annual Statistics Report. The higher statistic is included in this table.

⁵⁰ The Law Society has confirmed that the Annual Statistics Report 2018 is due at the end of May 2019.

⁵¹ Judicial Diversity Statistics 2018

⁵² The next set of official Judicial Diversity Statistics will be released on 11 July 2019 on the GOV.UK website: <https://www.gov.uk/government/statistics/announcements/judicial-diversity-statistics-2018-to-2019>. Judicial Appointment Commission statistics showing diversity between April 2018 to March 2019 will be released on 6 June 2019: <https://www.gov.uk/government/statistics/announcements/judicial-appointment-commission-statistics-showing-diversity-april-2018-to-march-2019>

- 29% of court judges were women, amongst which senior roles showed lower representation of female judges than in less senior roles. Around 50% of court judges under 50 were women.
- 46% of tribunal judges were women. Unlike court judges, there was more variation in female representation across tribunal appointments. Women outnumbered men among tribunal judges at all age groups under 60. Tribunal judges had greater representation of female judges than male judges at all age groups except those aged 60 or over (of whom just over a third (34%) were female). Recent female appointments to the Court of Appeal increase the percentages of women (not reflected in the following April 2018 graph).

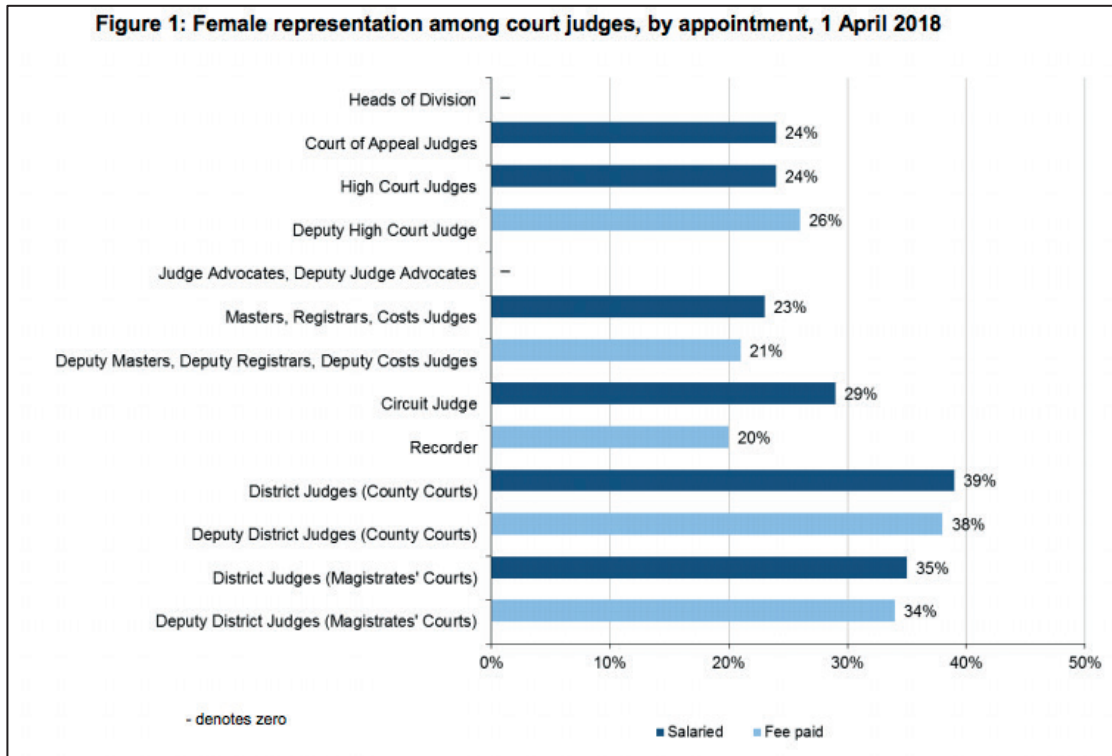
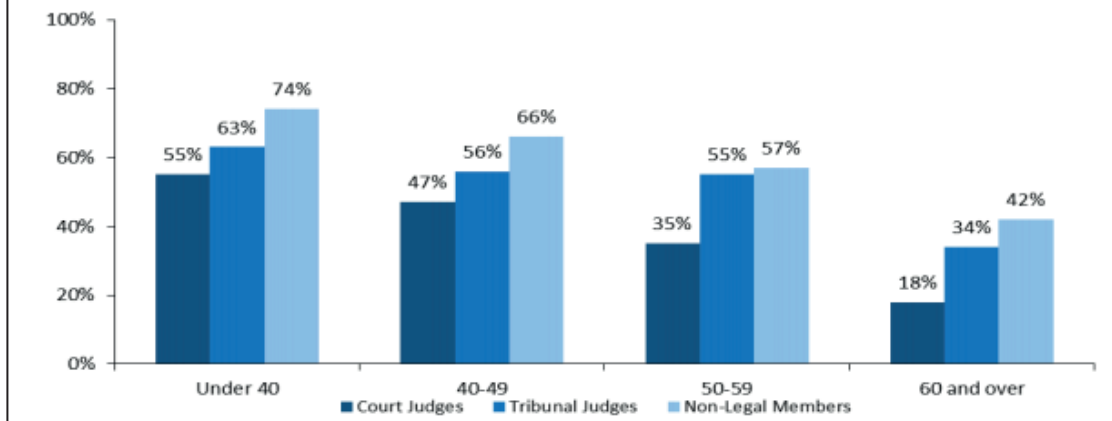


Figure 1 denotes the percentage of incumbent judges at 1 April 2018 (source: judiciary.uk)⁵³

⁵³ Judicial Diversity Statistics 2018

Figure 3: Female representation among court judges, tribunal judges and non-legal members, by age band, 1 April 2018



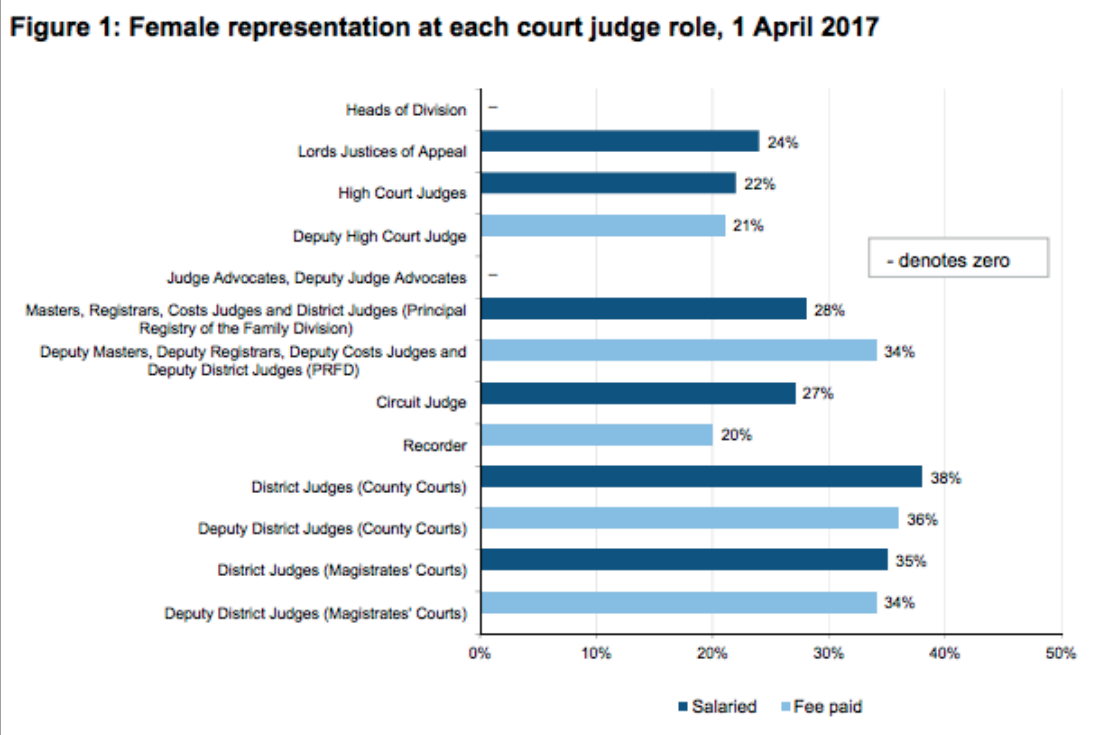
Source: *judiciary.uk*⁵⁴

Overview as of 2017 ⁵⁵

- Since 2014 there has been an increase in female representation among court and tribunal judges, with a 4-percentage point increase seen in female representation among court judges, and a 2-percentage point increase for tribunal judges over the four-year period, although no real change was seen in the most recent period from the previous year.
- In general, younger age groups had higher levels of female representation.
- 28% of court judges were women, amongst which senior roles showed lower representation of female judges than in less senior roles. Around 50% of court judges under 40 were women.
- 45% of tribunal judges were women, though with considerable variation in female representation across appointments: women accounted for 29% of the most senior tribunal roles (Presidents, Chamber Presidents, Deputies, and Vice-Presidents). There was more variation in female representation across tribunal appointments compared to court judges. Just under two-thirds of tribunal judges under 40 were female.

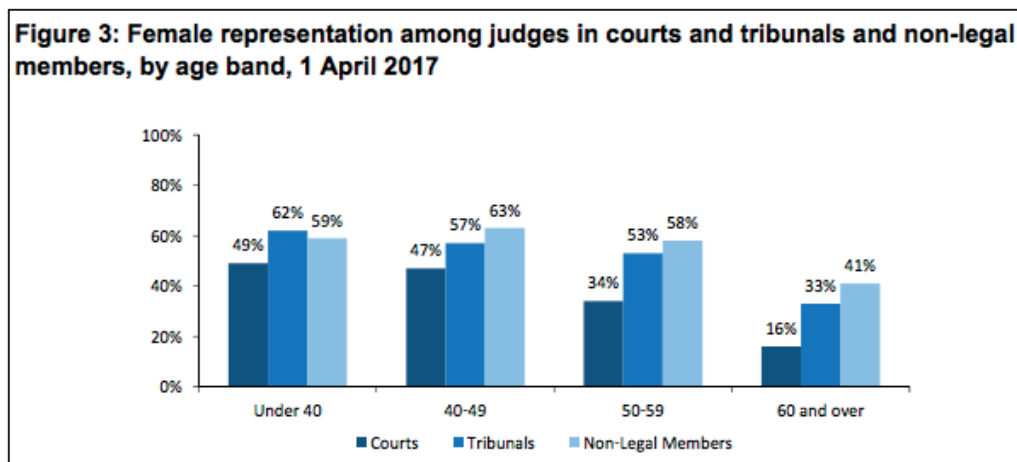
⁵⁴ Judicial Diversity Statistics 2018

⁵⁵ Judicial Diversity Statistics 2017



Source: judiciary.uk⁵⁶

As seen in Figure 3, around half of court judges under 40 were female. Notably, tribunals and non-legal members had greater representation of female judges than courts, among those aged 60 and over (16% for courts, 33% for tribunals and 41% for non-legal members):



Source: judiciary.uk⁵⁷

Overview as of 2016 ⁵⁸

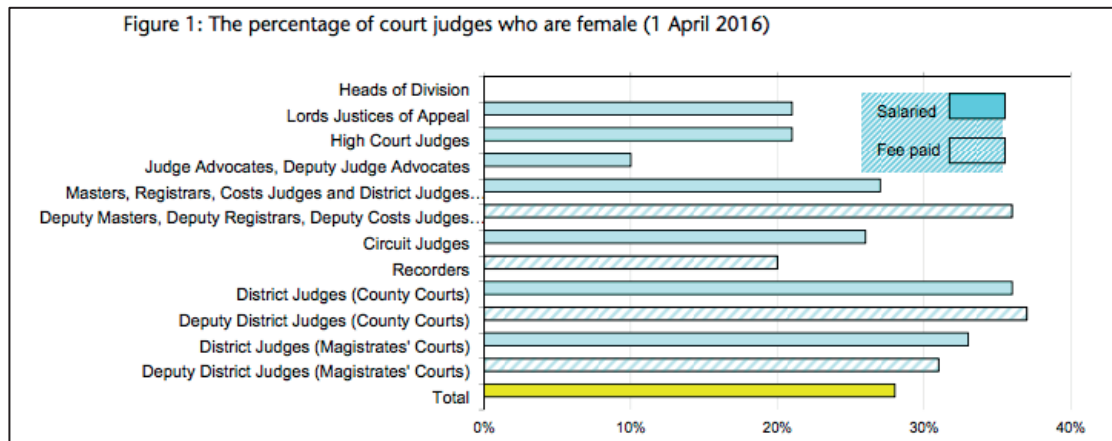
- The percentage of female judges in courts increased from 25% in 2015 to 28% (i.e. roughly 882) in 2016; in tribunals, it increased from 44% to 45% over the same period.

⁵⁶ Judicial Diversity Statistics 2017

⁵⁷ Judicial Diversity Statistics 2017

⁵⁸ Judicial Diversity Statistics 2016

- More than half of all court judges (51%) and tribunal judges (64%) aged under 40 were women.
- The percentage of judges who are female tended to be higher in the fee-paid positions than in the salaried positions (see Figure 1).
- There is greater representation of female judges in the younger age bands: 51% of judges aged under 40 are female compared with 16% of judges aged over 60. This suggests that the overall percentage of female judges will continue to increase over time (and indeed has done until recently, albeit very gradually).



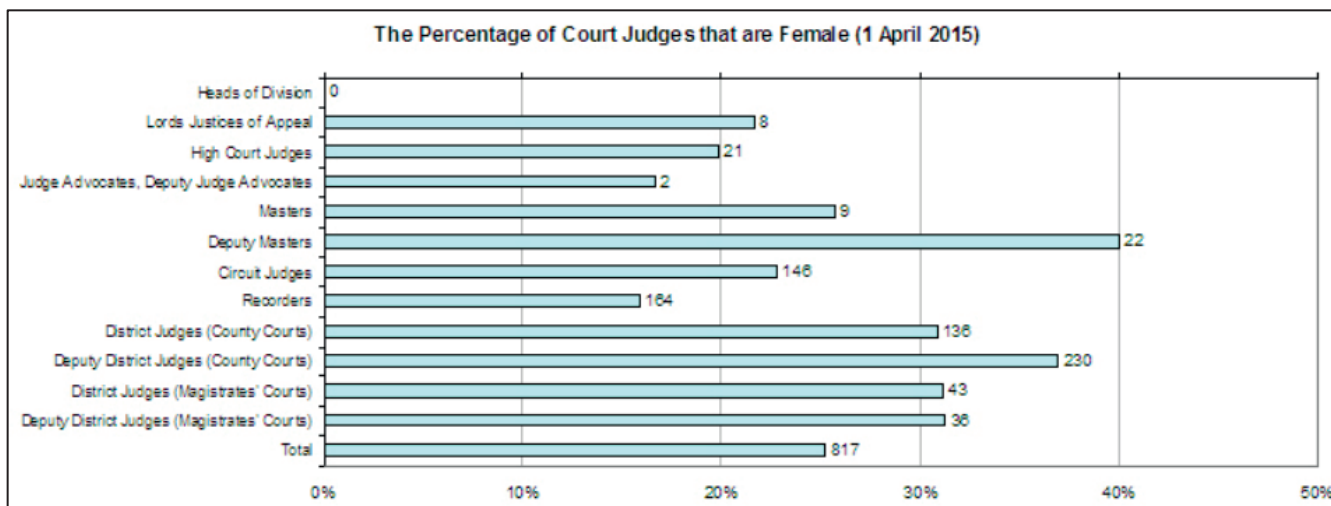
Source: judiciary.uk⁵⁹

Overview as of 2015 ⁶⁰

- 25.2% of judges in the courts were female (increasing from 24.5% in 2014).
- As with 2016, the percentage of judges who are female tended to be higher in the fee-paid positions than in the salaried positions (see the following graph). This discrepancy can partly be attributed to the fact that there are a higher proportion of women in the younger age bands than the older age bands, and that there is an increase in the percentage of women over time.

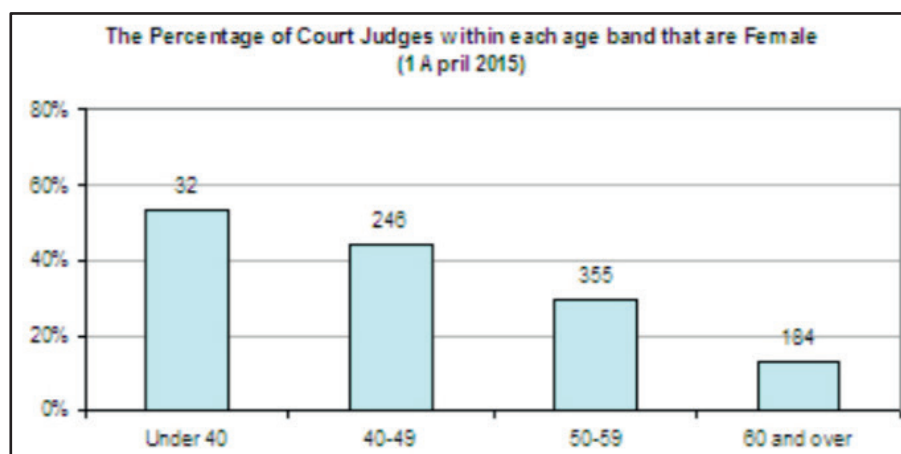
⁵⁹ Judicial Diversity Statistics 2016

⁶⁰ Judicial Diversity Statistics 2015



Source: judiciary.uk⁶¹

- There was a higher percentage of female judges in the younger age bands with 53.3% of judges under 40 being female (see the following graph). In comparison, 13% of judges in the over 60 age band were female. These figures suggested that the overall percentage of female judges will increase over time.



Source: judiciary.uk⁶²

Comment / Analysis

Barristers

There has been an extraordinary lack of representation of female QCs over the past 5 to 6 years. The percentages are not reflective of the increase in the number of women practising in the 15 to 20-year period before then. The estimated percentage of barristers leaving practice is restated here for convenience – the percentage of women who do not renew their practising certificate is consistently higher than the percentage of men.

⁶¹ Judicial Diversity Statistics 2015

⁶² Judicial Diversity Statistics 2015

Year	Estimated % of barristers leaving practice ⁶³	
	Women	Men
2000-01	9.9%	6.5%
2001-02	9.5%	5.8%
2002-03	6.0%	3.4%
2003-04	6.0%	3.7%
2004-05	5.5%	3.5%
2005-06	5.9%	4.3%
2006-07	6.4%	4.0%
2007-08	6.1%	3.9%
2008-09	8.8%	4.4%
2009-10	8.2%	5.0%
2010-11	7.9%	3.9%
2011-12	9.0%	4.9%
2012-13	7.7%	4.8%
2013-14	7.6%	4.1%
2014-15	6.3%	4.1%
2015-16	5.9%	3.5%
2016-17	4.9%	3.6%
2017-18	3.6%	3.0%

As to reasons for the lack of female progression at the Bar: the Bar Standards Board produced two insightful documents that explore possible reasons for a lack of retention of female barristers: ‘Women at the Bar’ (2016) and an accompanying report, ‘Women at the Bar: Research exploring solutions to promote gender equality’ (2018).⁶⁴ It is worth remembering that although these reasons are not unique to female barristers, the lower level of retention of women compared to men suggests that they are particular issues for women. The 2016 Report acknowledges that its findings support this view, given that respondents were more likely to consider leaving if they experienced discrimination/harassment, or had primary childcare responsibilities.

‘Women at the Bar’ report (2016)

The 2016 Report contains no statistics on women who actually left the Bar (as opposed to contemplating doing so) but does provide insight into potential reasons as regards those who have. Respondents were asked whether they had (1) contemplated leaving the Bar and (2) what the main factors were that prompted them to consider doing so.

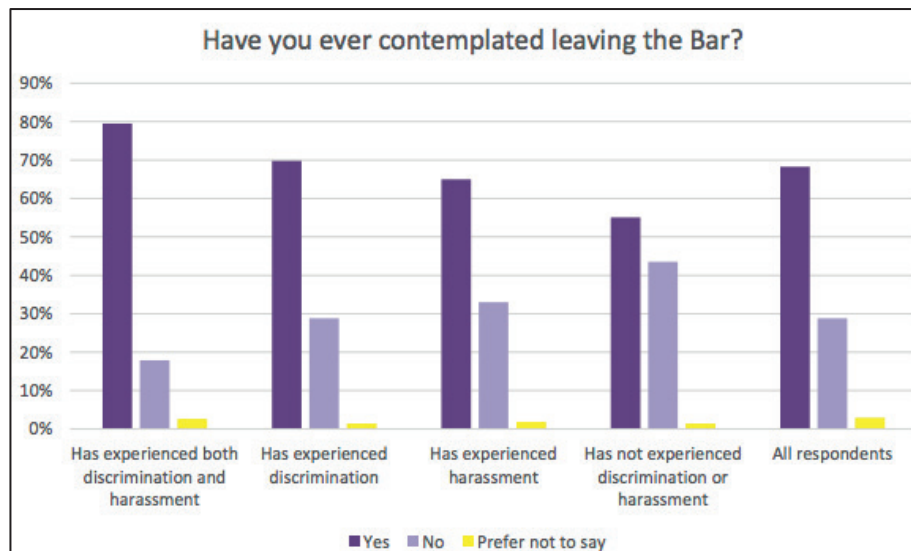
68.3% of the 1,333 respondents assessed (close to 25% of practising barristers) stated that they had contemplated leaving the Bar. There were no significant differences in answers to this question between employed and self-employed barristers.⁶⁵

⁶³ This is not a precise figure, as it is comparing a snapshot with the picture across the year.

⁶⁴ At the time of writing, the BSB confirmed that there are no plans to update these reports until the 2020/2021 financial year at the earliest.

⁶⁵ Answers to this question varied by ethnicity, with BME barristers more likely (73.4%) to say they had contemplated leaving the Bar than white barristers (66.8%).

There were significant differences in responses depending on whether or not respondents had experienced discrimination or harassment: the 65% who had experienced harassment, the 69.8% who had experienced discrimination, and the 79.5% who had experienced both discrimination and harassment, all stated they had contemplated leaving the Bar. (In comparison, 55.5% of those who said they had not experienced either discrimination or harassment contemplated leaving the Bar.) These particular responses are clarified in the following graph:



Source: BSB⁶⁶

It is also of note that at 2017, “gender” was cited as the predominant type of harassment, bullying or discrimination in a Bar Council study.⁶⁷ A 2019 qualitative report from the Law Society, which included barristers in its research, made reference to sexual harassment in the workplace, and noted that some participants stated that their choice of clothing would be a topic of discussion if too tight, too low, too high, or too short etc. The report also highlighted that some lawyers were reluctant to escalate their experiences out of fear of making their situation more difficult.⁶⁸

⁶⁶ Women at the Bar (2016), pg. 51

⁶⁷ Barristers’ Working Lives 2017, pg. 10. The Bar Council has confirmed that the next update of the Working Lives report is scheduled for 2020.

⁶⁸ Influencing for impact (2019), pg. 30

	2017	2013
Gender	53	48
Age	21	20
Ethnic Background	19	18
Religion or belief	6	5
Disability	6	6
Sexual Orientation	5	7
Pregnancy/Maternity	12	12
Other	37	37

Note: respondents were able to indicate more than one type of harassment, bullying or discrimination

Source: Bar Council⁶⁹

Respondents who had considered leaving the Bar were asked what the main contributory factors were. **The most common factor given was family reasons**, with the vast majority citing the difficulty of combining a career at the Bar with caring responsibilities for children.⁷⁰ This is also supported by a 2018 study focusing on female barristers on the Western Circuit.⁷¹

As of December 2015, following the Bar Council’s Change of Status Survey, women are far more likely than men to cite family reasons for changing status, owing to the difficulty of balancing work and family commitments (17.4% of women compared to 5.3% of men) or a desire to spend more time with family (24.3% of women compared to 3.7% of men). The Survey also revealed that female barristers changing their practising status are far more likely to have caring responsibilities for children (43.2% vs 13.8% of men) and to say that having children has had an adverse effect on their career (69.7% of women and 39% of men).⁷²

The demands of the profession and the resultant stress were the next most common reasons given, with almost 25% of respondents giving these as reasons they had considered leaving the Bar. The unpredictability (in the levels of work, timetabling, and hours) inherent in the profession, the lack of work/life balance, and the anti-social hours were all cited by close to 1 in 7 respondents.

Income was cited as a reason by nearly 25% respondents. **Discrimination was cited as a reason by more than 10% of respondents.**

‘Women at the Bar: Research exploring solutions to promote gender equality’ (2018)

As noted above, this Research notes that women at the practising Bar have a far higher rate of attrition than men, with the proportion of women consistently falling as seniority (by year of Call) increases. This Research notes that among a number of issues facing women in practice, individual cultures and policies within chambers had a huge impact on their experience of bringing up children, and that some women felt disadvantaged by power structures within sets. **The Report highlights a quantitative analysis from the Bar Council which found that, notwithstanding the current**

⁶⁹ Barristers’ Working Lives 2017, pg. 10

⁷⁰ Women at the Bar (2016), pg. 51

⁷¹ Back to the Bar (2018)

⁷² Women at the Bar (2016), pgs. 7-8

parity in the numbers of men and women Called to the Bar, a 50:50 gender balance among practising barristers is unlikely ever to be achieved based on the present model of practice.

The Research goes on to suggest a range of solutions to address gender inequality. Its key recommendations are reproduced below:

- **Expanding monitoring in areas including the allocation of work, reasons for awarding work to a particular barrister, flexible working requests, and the number of workplace harassment and discrimination complaints within chambers.** This could help identify where issues exist, ensuring any responses are driven by accurate information, and helping to ensure that chambers are prompted to respond to issues identified.
- **Improving transparency in areas including work allocation data, Equality and Diversity policies, and the way complaints of harassment and discrimination are dealt with. This includes key stakeholders doing more to promote and publicise good practice.** This could help ensure awareness of issues and policies are improved and ensure that discussions are seen as being ‘driven by the data’ rather than individual complaints.
- **Introducing or improving policies.** Suggestions included: changes to parental leave policies, developing mentoring programmes, developing frameworks to improve communication between barristers and clerks, introducing an external ‘helpline’ to discuss discrimination and harassment, and creating an Equality and Diversity ‘kite mark’ for the profession.
- **Expanding Equality and Diversity training, in particular for clerks and senior management.** This would help raise awareness of potential issues around the impact of discrimination and effective approaches that can be taken to address them.
- **Cultural change:** a ‘zero-tolerance’ approach to unlawful discrimination and harassment, ensuring there is clear and visible support for improvement and change from senior leadership, making a clear business case for equality at the Bar.

It would be wise to make many of these compulsory as well as providing loans to maternity leavers, strengthening the power of the BSB by use of wholly independent committee members and a significant re-evaluation of the court timetabling and judicial demands that make work-life balance extremely difficult. The cultural issue does not just apply to the issues of discrimination or harassment, but requires a shift from the macho culture that can pervade chambers and which can mean a demand for high fees being generated, presenteeism and result in favouritism and an intolerance for the personal set-backs that can beset some of even the best practitioners at any time in his or her lives.

Research has also been produced regarding female representation in the solicitors’ sphere. It would not be unfair to draw a comparison between the two professions, particularly given the “long hours” working culture and the general problems associated with legal careers.

Solicitors

Given that large corporate firms account for nearly 70% of the partner population (along with the fact that the probability of securing partnership in other firms is still not high), women are evidently

disadvantaged when it comes to career progression in the solicitors' profession.⁷³ There are still more than twice the number of male partners compared with women, despite an increasingly even gender split overall.⁷⁴

Research suggests that the low female representation at partner level may be explained by the different types of disadvantages experienced by women, which includes (amongst others):

- a gender bias in recruitment and promotion;
- the use of male-focused activities to form and develop client relationships; and
- a “long-hours” culture and the challenges it poses for work-life balance. (It was also demonstrated that the expectation of 24/7 availability is not only a barrier to female career progression, but encourages them to leave private practice altogether.)⁷⁵

A report by the Law Society (“Influencing for impact (2019)”) was published in March 2019. This was based on extensive qualitative research conducted throughout November 2017 to January 2018, and 225 roundtable discussions involving women solicitors, barristers, and judges.⁷⁶ It identified the following as the main obstacles preventing women from adequate career progression:

- subconscious bias;
- issues with remuneration and gender pay gap;⁷⁷ and
- limited flexible working.

The same report cites subconscious bias as the most common reason for why few women reach senior positions in law firms.⁷⁸ However, data suggests that the number of women partners in large firms (i.e. 50 or more partners) is rising: it has increased from 25% in 2014 to 29% in 2017.⁷⁹ More generally, recent Law Society calculations also show that if current rates of growth are maintained, by 2022 there will be approximately 10,000 more female practising solicitors than men (reversing a 10,000 deficit recorded in only 2010).⁸⁰ 60% of early-career solicitors (i.e. those at 0-9 years since Admission) are women, with similar proportions across private practice and in-house.⁸¹

There is also an increasing proportion of solicitors leaving private practice to work as in-house counsel. This trend is pronounced amongst women and fits with other studies highlighting their in-house career moves as a strategic response to the challenges of working in corporate law firms (though the specifics are not clear). In this respect, in-house roles are viewed as offering greater predictability and control over workload and schedule.⁸² As of 2017, a significantly larger proportion of women⁸³ work in-house (25.9%) compared with men (18.5%), although both male

⁷³ Mapping advantages and disadvantages (2017), pgs. 9, 45, 50

⁷⁴ Law Society Annual Statistics Report 2017, pg.33

⁷⁵ Mapping advantages and disadvantages (2017), pg. 13

⁷⁶ Influencing for Impact (2019) (see References). The roundtable discussions involved women from across a broad range of the legal profession, including business leaders, solicitors, in-house counsel, barristers, academics and members of the judiciary.

⁷⁷ Influencing for impact (2019) (pg. 15) also found that women in private practice raised more significant issues about pay than women working in-house or in the public sector.

⁷⁸ Influencing for Impact (2019), pg. 7

⁷⁹ SRA Annual Review 2016/17, pg.48

⁸⁰ Law Society Annual Statistics Report 2017, pg.10

⁸¹ Law Society Annual Statistics Report 2017, pg.18

⁸² Mapping advantages and disadvantages (2017), pg. 25

⁸³ i.e. women who hold practising certificates

and female proportions have grown steadily over time.⁸⁴ The results of Influencing for Impact (2019) acknowledge that the rate of attrition for female solicitors supports the premise that there are benefits to in-house work (such as development, progression, and flexible working), but its research also suggests that the issue of perceived subconscious bias remains even when women leave private practice.⁸⁵

In 2016-17, the proportion of women amongst newly admitted solicitors rose for the fourth year in a row to a new record of 61.6%. This led to women practising solicitors outnumbering men overall for the first time.⁸⁶ This has yet to be observed at tenancy level generally. According to a 2013 report from the Bar Standards Board, family law is the only practice area where women outnumber men, with 61% of family barristers being female.⁸⁷ 2018 data from the Bar Standards Board confirms that women continue to outnumber men in this field (more significantly so in child law).⁸⁸

Barristers v solicitors: a comparison

Influencing for impact (2019) found that one of the identified barriers to progression associated with remuneration is the unequal allocation of work, and the need for its fair distribution. Although the report does not specialise in barristers’ experiences, the issue of women being allocated “‘housekeeping work’ rather than ‘glory work’” was nonetheless illustrated as a point particularly relevant to female barristers: a member of the judiciary commented how it is “‘obvious’” that women at the Bar are “‘simply not being given access to the lucrative work’”.⁸⁹

The data from the Bar Standards Board and the Law Society demonstrate a consistently higher percentage of female partners compared to female QCs over the years. The data is summarised in the following table:

Year ⁹⁰	Female % of total QCs ⁹¹	Female % of (total) partners
1990	4.3%	12.5%
1991	4.8%	12.3%
1992	5.5%	13.0%
1993	5.5%	13.5%
1994	6.1%	14.2%
1995	6.6%	15.0%
1996	6.5%	15.5%
1997	6.7%	16.5%
1998	7.3%	17.4%
1999	7.7%	18.0%
2000	8.0%	19.0%
2001	8.4%	19.9%

⁸⁴ Law Society Annual Statistics Report 2017, pg.10

⁸⁵ Influencing for Impact (2019), pg. 8

⁸⁶ Law Society Annual Statistics Report 2017, pg.49

⁸⁷ Barristers’ Working Lives 2013, pg. 10

⁸⁸ See Appendix 5

⁸⁹ Influencing for impact (2019) pgs. 16, 18

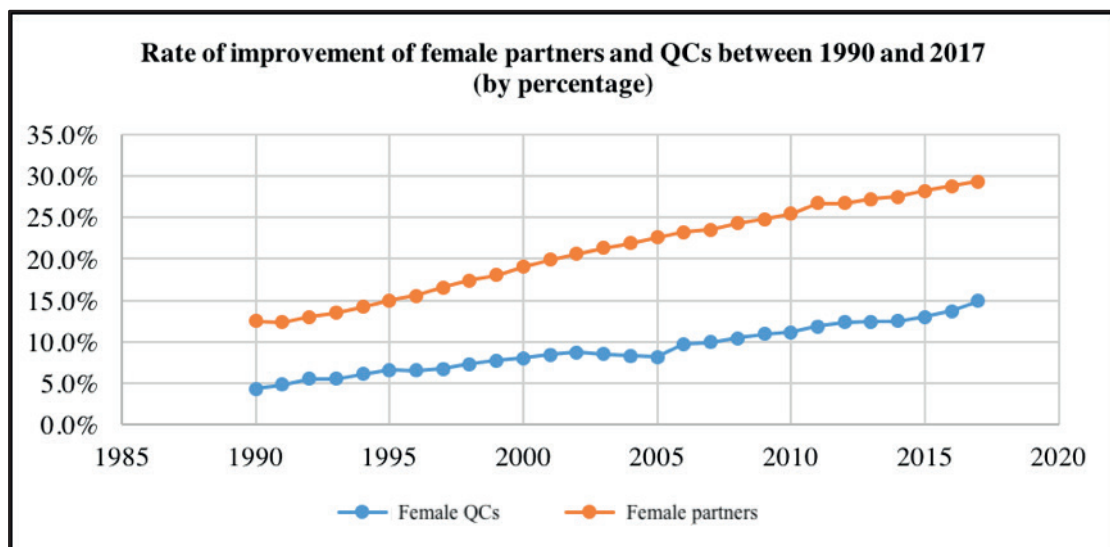
⁹⁰ As at 31 July

⁹¹ A minor percentage of QCs did not register their gender each year (= <0.5%)

2002	8.7%	20.6%
2003	8.5%	21.3%
2004	8.3%	21.9%
2005	8.1%	22.6%
2006	9.7%	23.2%
2007	9.9%	23.5%
2008	10.4%	24.3%
2009	10.9%	24.8%
2010	11.1%	25.4%
2011	11.8%	26.7%
2012	12.3%	26.7%
2013	12.4%	27.2%
2014	12.5%	27.5%
2015	13.0%	28.2%
2016	13.7%	28.8%
2017	14.9%	29.3%

Sources: BSB; Law Society Annual Statistics Reports

The slower rate of improvement in female representation at QC level is clear from the above data, reproduced in the following graph by Farore Law. This suggests that women’s progression is better for solicitors than for barristers.



Source: Farore Law

Judiciary

Broadly, predictions of a gradual improvement in female representation in the judiciary from 2015 are correct: since 2014, there has been a 5-percentage point increase in female representation among court judges.⁹² However, there are three important trends to bear in mind:

- 1) the higher levels of female representation were seen in the younger age groups (suggesting that overall representation may change over time);

⁹² Judicial Diversity Statistics 2018 (see Key Findings)

- 2) the lower representation of women in senior judicial roles; and
- 3) the fact that female judges enjoy better representation in fee-paid positions than in salaried positions (suggesting that they may deal with less complex or serious cases, and/or address cases on a less regular basis than their male counterparts; perhaps also reflective of women wanting or needing to work part-time only in these roles).

Re. High Court judges and above

The following table summarises the percentage of female court judges by ranking between 2015 and 2018.

	2015 ⁹³	2016 ⁹⁴	2017 ⁹⁵	2018 ⁹⁶
Heads of Division	0% (0 women)			
Court of Appeal / Lords Justices	21% (8 women)	21% (8 women)	24% (9 women)	24% (9 women)
High Court	20% (21 women)	21% (22 women)	22% (21 women)	24% (23 women)
High Court (Deputies)	n/a	n/a	21% (14 women)	26% (19 women)
Total	25% (817 women)	28% (882 women)	28% (890 women)	29% (875 women)

The Courts and Tribunals Judiciary advise caution in making direct year-on-year comparisons of percentages for interactions of gender by age group, as simple percentages in this form may not be directly comparable to other years due to variation in the age distribution in each year. (A time series by gender and age group is not presented in its 2018 Judicial Diversity Statistics report for this reason.)⁹⁷ **However, in terms of a basic gender comparison, the statistics are clear in that female judges are particularly underrepresented at High Court level and above.** Female representation among tribunal judges and non-legal members is less concerning (see Figure 4), though it is noteworthy that the 2018 and 2017 statistics from the Courts and Tribunals Judiciary note a lower representation of women in more senior roles at tribunal level.⁹⁸ (The Courts and Tribunals Judiciary advise caution in interpreting trends relating to seniority, given the relatively low numbers in senior positions.⁹⁹)

⁹³ Courts and Tribunals Diversity Tables 2015

⁹⁴ Judicial Diversity Tables 2016

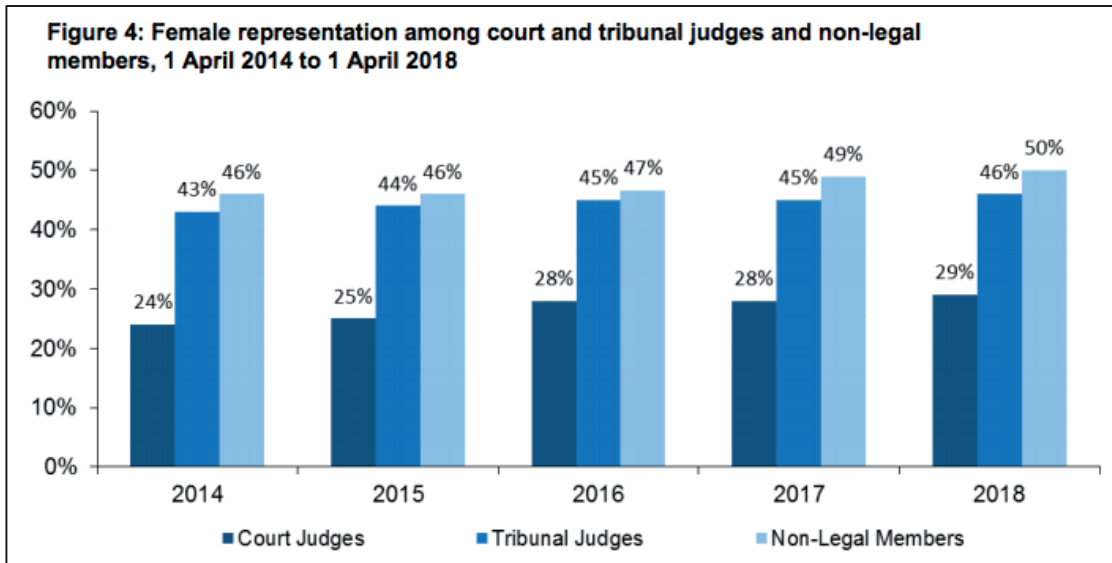
⁹⁵ Judicial Diversity Tables 2017

⁹⁶ Judicial Diversity Tables 2018

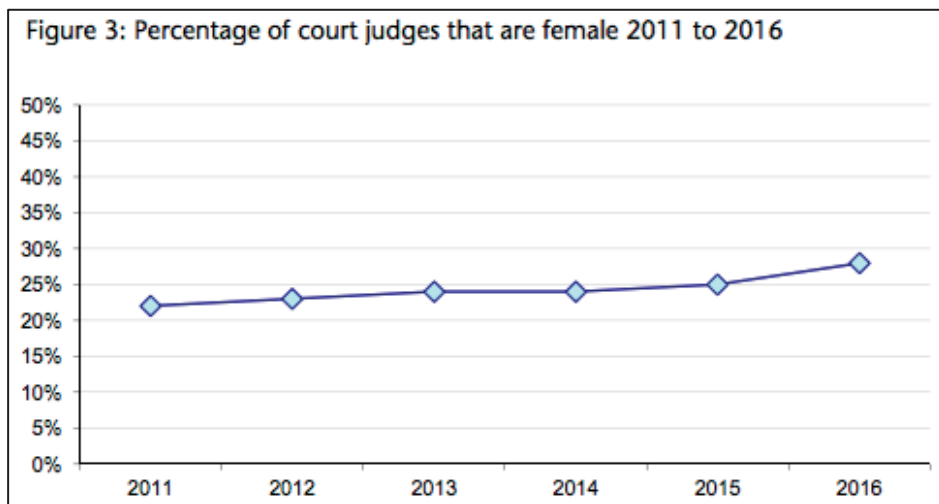
⁹⁷ Judicial Diversity Statistics 2018, pg. 4

⁹⁸ Women accounted for 29% of the most senior tribunal roles (Presidents, Chamber Presidents, Deputies, and Vice-Presidents) in 2017.

⁹⁹ Judicial Diversity Statistics 2018, pg. 3



Source: *judiciary.uk*¹⁰⁰



Source: *judiciary.uk*¹⁰¹

¹⁰⁰ Judicial Diversity Statistics 2018, pg. 4

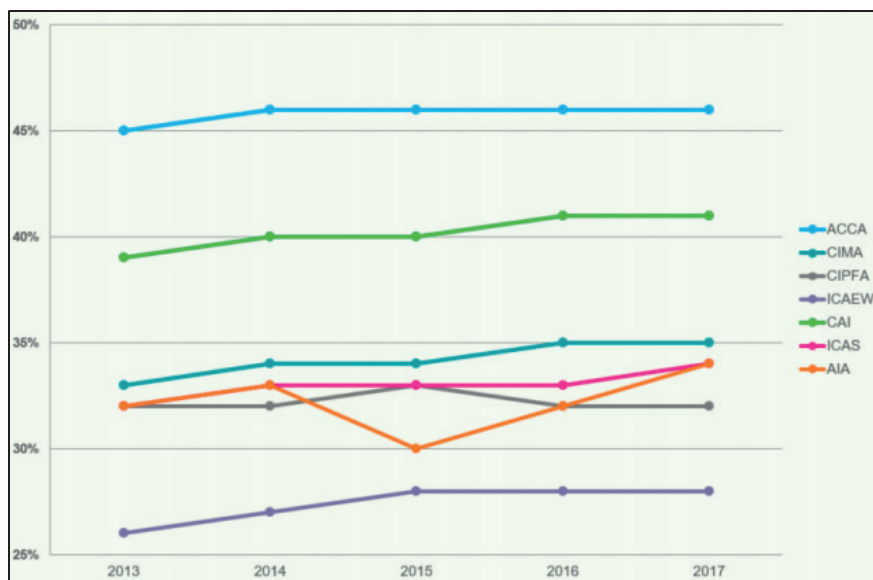
¹⁰¹ Judicial Diversity Statistics 2016, pg.7

2. Progression of women in Accountancy

General female representation in the accounting industry worldwide

Farore Law looked at the readily available statistics relating to this profession in order to make a comparison with the legal profession.

With regard to members and students in the accountancy profession, the average percentage of female members worldwide has increased from 34% in 2013 to 36% in 2017.¹⁰² The Institute of Chartered Accountants of Scotland (ICAS) and Association of International Accountants (AIA) experienced increases in the percentage of female members worldwide from 2016 to 2017. There was no change in the percentage of female members worldwide at the other accountancy bodies over the same period.¹⁰³ (It is unclear whether these statistics account for both employed and self-employed individuals.)



Source: FRC¹⁰⁴

The Financial Reporting Council (FRC) notes that the overall percentage of female students (49%) is significantly higher than the overall percentage of female members (36%).¹⁰⁵

¹⁰² Obtained via the FRC, which accounted for the following accountancy bodies: the six UK Chartered Accountancy bodies (ACCA, ICAI/CAI, CIPFA, CIMA, ICAEW and ICAS), the Association of International Accountants (AIA) and the Association of Accounting Technicians (AAT).

¹⁰³ Key Facts and Trends in the Accountancy Profession (2018), pg. 9

¹⁰⁴ Key Facts and Trends in the Accountancy Profession (2018), pg. 9

¹⁰⁵ The 2019 edition of the FRC's Key Facts and Trends in the Accountancy Profession is expected around June-July 2019, based on previous release dates.

Female representation in the UK (employed) accounting industry

In 2018, there were a total of ~149,000 employed “chartered and certified accountants”, ~59,000 of which are women (i.e. ~40%).¹⁰⁶

Year	Total (employed) accountants (approx.)	Female representation (approx.)
2018	149,000	59,000 (39.5%)
2008	118,000	52,000 (44.1%)
2001	101,000	37,000 (36.6%)

A comprehensive list of statistics is available via the FRC’s Key Facts and Trends Reports by year. For ease of review, and by way of building a light picture of representation over the last decade, the FRC Reports for years ending 2017 to 2012 were reviewed: the firms with the *highest* percentage of female ‘principals’ (partners or members) are noted here:

Year ending	Firm with highest % of female principals
2017	Scott Moncrieff (37%)
2016	Scott Moncrieff (37%)
2015	Beever and Struthers (33%)
2014	Haysmacintyre (26%)
2013	Haysmacintyre (26%)
2012	Montpelier Audit Ltd (27%)

Unfortunately, the FRC Key Facts and Trends Reports do not contain data showing the percentage of female principals for years ending 2011 or earlier. Likewise, the Reports do not provide information on female progression in the accounting profession.

Female representation within the Big Four

The focus of this section is on female representation within the Big Four. Naturally their statistics are not indicative of all accounting firms, but are mentioned given their influence, size and assumed reach and resources – the accounting industry is overwhelmingly dominated by them. They are also organisations that advise in the diversity sphere and advertise their own diversity measures. In many ways the statistics tell their own story. In the UK, the percentage of female principals at the Big Four between 2012 to 2017 were as follows:

Year ending	Firm	% of female principals
2017 ¹⁰⁷	Deloitte	17%
	EY	19%
	KPMG	17%
	PwC	19%
	Deloitte	15%

¹⁰⁶ This is according to the yearly snapshot of employment by occupation taken by the ONS (which dates back to 2001 at the earliest). See “ONS EMP04 spreadsheet” in the References section of this Report.

¹⁰⁷ Key Facts and Trends in the Accountancy Profession (2018), pg. 39

	KPMG	15%
	PwC	17%
2015 ¹⁰⁹	Deloitte	14%
	EY	17%
	KPMG	13%
	PwC	17%
2014 ¹¹⁰	Deloitte	15%
	EY	15%
	KPMG	13%
	PwC	17%
2013 ¹¹¹	Deloitte	15%
	EY	15%
	KPMG	14%
	PwC	14%
2012 ¹¹²	Deloitte	15%
	EY	16%
	KPMG	14%
	PwC	14%

These figures are not dissimilar to the numbers of female QCs, and in fact show a level of consistency between the two. The comparison between the Big Four and number of QCs is probably the most useful comparison to make given the Big Four's long hours culture and typical ages at which equity partnership is conferred.

General female progression within the Big Four in recent years

Research was conducted into the number of women elevated to partnership to provide a general indicator of female progression within the Big Four. The following data was gleaned from publicly available UK Annual Reports, Transparency Reports, and/or Press Releases from Deloitte, EY, KPMG and PwC. As is clear, accessibility to this particular set of statistics is limited to recent years. (Interestingly, this coincided with the launch of the popular 30% Club UK initiative at the end of 2010, aimed at increasing female representation on FTSE100 boards.)

Deloitte

	2012	2013	2014	2015	2016	2017	2018 ¹¹³
New partners (female %)	n/a	n/a	n/a	~33.3% ¹¹⁴	30% ¹¹⁵	23% ¹¹⁶	20%

¹⁰⁹ Key Facts and Trends in the Accountancy Profession (2016), pg. 43

¹¹⁰ Key Facts and Trends in the Accountancy Profession (2015), pg. 41

¹¹¹ Key Facts and Trends in the Accountancy Profession (2014), pg. 51

¹¹² Key Facts and Trends in the Accountancy Profession (2013), pg. 51

¹¹³ Deloitte Press Release, 5 June 2018

¹¹⁴ Deloitte Press Release, 1 June 2015

¹¹⁵ Deloitte Press Release, 31 May 2016

¹¹⁶ Deloitte Press Release, 1 July 2017

Total existing partners (female %)	n/a	n/a	14.7% ¹¹⁷	15.4% ¹¹⁸	17% ¹¹⁹	18% ¹²⁰	19%
---	-----	-----	----------------------	----------------------	--------------------	--------------------	-----

EY

	2012	2013	2014	2015	2016 ¹²¹	2017 ¹²²	2018 ¹²³
New partners (female %)	n/a	n/a	n/a	n/a	29%	28%	29%
Total existing partners (female %)	n/a	n/a	n/a	n/a	20%	20%	20%

KPMG

	2012	2013	2014 ¹²⁴	2015 ¹²⁵	2016	2017 ¹²⁶	2018
New partners (female %)	n/a	n/a	n/a	~33.3%	33.3% ¹²⁷	29%	36% ¹²⁸
Total existing partners (female %)	n/a	n/a	15%	14%	16% ¹²⁹	18%	n/a

PwC

	2012 ¹³⁰	2013	2014 ¹³¹	2015 ¹³²	2016 ¹³³	2017	2018 ¹³⁴
New (internal) partners (female %)	18%	16% ¹³⁵	40%	23%	28%	19% ¹³⁶	25%

¹¹⁷ Deloitte Metrics: Impact Report landing page (2016)

¹¹⁸ Deloitte Metrics: Impact Report landing page (2017)

¹¹⁹ Deloitte Metrics: Impact Report landing page (2018)

¹²⁰ Deloitte Metrics: Impact Report landing page (2018)

¹²¹ EY UK Transparency Report landing page (2016)

¹²² EY UK Transparency Report 2017, Vol.1, pg. 28

¹²³ EY Global Review 2018, pg. 28

¹²⁴ KPMG Annual Report 2014, pg. 45

¹²⁵ KPMG Annual Report 2015, pg. 8

¹²⁶ KPMG Annual Report 2017, pg. 19

¹²⁷ KPMG Annual Report 2016, pg.62

¹²⁸ Consultancy.uk Press Release, 23 October 2018

¹²⁹ KPMG Annual Report 2016, pg.60

¹³⁰ PwC Annual Report 2012, pg. 18

¹³¹ PwC Annual Report 2014, pg. 15

¹³² PwC Transparency Report 2015, pg. 39

¹³³ PwC Transparency Report 2016, pg. 40

¹³⁴ PwC Transparency Report 2018, pg. 441

¹³⁵ PwC Annual Report 2013, pg. 68

¹³⁶ PwC Transparency Report 2018, pg. 44

Total existing partners (female %)	15%	16% ¹³⁷	17%	17%	17%	19% ¹³⁸	27%
---	-----	--------------------	-----	-----	-----	--------------------	-----

General female progression across the accounting industry in recent years

Below are some points regarding female progression specific to the accounting industry in general:

- Visible Women conducted a report to examine gender diversity in the accounting profession in the year 2015-16.¹³⁹ It found that less than 18.9% (one-fifth) of senior positions in the UK's top 1000 accounting and finance firms are held by women, and that nearly 64% (638 firms) have no women listed as executive board members, partners or senior accountants, whilst 97.6% have 5 or fewer.¹⁴⁰
- The Visible Women report also noted that around 4% of firms had between 96% and 100% female representation. (This included 43 organisations where the sole proprietor was female, or where women occupied all board and partner positions.)¹⁴¹
- A 2017 report produced by the Institute of Chartered Accountants in England and Wales (ICAEW) confirms that the percentage of female members in the profession has risen slightly (from 29% in 2005 to 35% in 2016), but that it remains low.¹⁴²
- The 2017 ICAEW report also confirms that 19% of firms had no female partners.¹⁴³

Comment / Analysis

The proportion of women remains consistent, but very low. This is certainly the case for the Big Four between 2012 to 2018, in which the highest percentage of female principals reached just 19%.

The Visible Women report suggests that accounting bodies must provide more tailored support for female workers looking to progress their careers. Flexible working practices are a notable source of female support, which in turn merits an examination of the current role that technology could play in flexible working. It is clear that similar comparisons can be drawn between the accounting and legal professions in this respect.

The ICAEW report suggests that finding a suitable mentor (one who has knowledge about the relevant skill sets and background) is invaluable for women, and that having a mentor who is in the right peer group is seen as just as important as one's own skills and achievements in securing promotion. (The need for better representation of female lawyers was also recently noted by the

¹³⁷ PwC Trust in Business Report (2013), pg. 43

¹³⁸ PwC Transparency Report 2017, pg. 39

¹³⁹ Visible Women report (2016), pg. 3

¹⁴⁰ Visible Women report (2016), pg. 3

¹⁴¹ Visible Women report (2016), pg. 3

¹⁴² ICAEW report (2017), pg. 9

¹⁴³ ICAEW report (2017), pg. 9

Law Society.¹⁴⁴) The ICAEW report claims that in many organisations, tailored mentoring for minority groups has only been partially implemented, or was entirely absent: 56% of survey participants either felt that mentoring schemes were indifferent to the needs of diverse individuals, or did not agree that mentoring schemes were improving.

¹⁴⁴ Influencing for impact (2019), pg. 9

3. Progression of women in Medicine

In practice

Farore Law looked at the readily available statistics relating to this profession in order to make a comparison with the legal profession.

The British Medical Association (BMA) Equality Lens (EL) reports bring together figures¹⁴⁵ on gender (and ethnicity) from across the doctor workforce in all UK countries, and is updated annually.¹⁴⁶ The EL2 report (2018) notes the following key findings regarding the representation of women in medicine and their progression in the medical field:

- In comparison to the EL1 report (2016), the percentage of female doctors has increased from 47% to 48%. Across all nations (i.e. England, Northern Ireland, Scotland and Wales) there are more women GPs than men, increasing from 52% in EL1 to 55% in EL2.¹⁴⁷
- 64% of UK consultants are men. There has been very little change in this over the past 5 years.¹⁴⁸
- The specialties in which the proportion of women has increased the most in the past year are broadly the ones in which women are already better represented (e.g. gynaecology, obstetrics, and general practice). In some specialties, the rates of change have stagnated (e.g. in Emergency Medicine and Anaesthetics and Intensive Care, there have been no changes in the proportions since 2016).¹⁴⁹
- Female junior doctors are more likely to shift out of hospital-based specialties and acute medicine into general practice.¹⁵⁰

In academia

Medical academia is less diverse than other areas of the medical profession and there are significant differences between the make-up of the current medical student population and medical academics.¹⁵¹ Key statistics from EL2 show that although the proportion of women among professors, readers and senior lecturers has increased steadily since 2008 (with one drop between 2015 and 2016), men continue to occupy over 70% of senior medical academic posts.¹⁵²

The BMA Medical Academic Staff Committee has stated that the number of women in academic medicine should seek to reflect medical student numbers. Yet, though the number of male doctors

¹⁴⁵ i.e. UK national data carriers: NHS Digitala (England); ISD Scotlandb (Scotland); Statswalesc (Wales); and HSCN (Northern Ireland)

¹⁴⁶ Unfortunately, this process only started in 2016.

¹⁴⁷ Equality Lens II Overview, pg.3; Equality Lens II Data, pg. 2

¹⁴⁸ Equality Lens II Overview, pg.4; Equality Lens II Data, pg. 3

¹⁴⁹ Equality Lens II Overview, pg.4; Equality Lens II Data, pgs. 5 and 6

¹⁵⁰ Equality Lens II Overview, pg.3

¹⁵¹ Equality Lens II Overview, pg.3

¹⁵² BMA Key Trends (2018)

with teaching responsibilities is almost equal to (and slightly higher than) that of male medical students and trainees, the number of female doctors with teaching responsibilities is less than 50% of the number of female medical students and trainees.¹⁵³

Comment / Analysis

Practice

Reasons for why female junior doctors are more likely to leave hospital-based work in favour of general practice include wanting to take career breaks, work more regular hours, work fewer out-of-hours, and operate more flexibly. EL1 highlighted the increasing numbers of women entering salaried GP roles for similar reasons.¹⁵⁴ (The reader is reminded about the similar situation in the legal profession amongst solicitors, in which many women leave private practice in favour of in-house work for like reasons.) As to the reasons for lower representation in consultant roles: noted barriers include a “gendered culture” in medicine (though specifics are not provided), and working less than full-time inducing “a sense that they were undertaking a full-time workload in part-time hours”.¹⁵⁵ This is comparable to the troubles of the legal and accounting industries, in which placing greater value on flexible working is arguably one of the most effective means of ensuring better female representation, and in turn, progression.

Academia

As to the lack of female representation among doctors with teaching responsibilities, a 2005 study of informal mentoring between faculty and medical students¹⁵⁶ found that women were more likely than men to prefer mentors who act as role models, exhibit trustworthiness, and demonstrate an ability to live a balanced lifestyle. This was also stated in the Law Society’s 2019 report.¹⁵⁷ **The need for female mentors and role models is common to law, accountancy, and medicine.**

With regard to representation in senior medical academic posts: women medical academics publish research less frequently than men. Furthermore, women are less likely to apply for research funding and typically apply less than men (although it is worth noting that when women do apply, they are more likely to succeed than men – the problem lies in a lack of opportunities). Research also suggests that women authors are proportionately cited less frequently than men. Women are less likely to ask questions in academic seminars and conferences. This suggests that women in medical academia face greater obstacles than their male counterparts to career progression.¹⁵⁸

¹⁵³ BMA Key Trends (2018)

¹⁵⁴ Equality Lens II Overview, pg.4; Equality Lens II Data, pg. 3

¹⁵⁵ Equality Lens II Overview, pg.4; Equality Lens II Data, pg. 4

¹⁵⁶ BMA Key Trends (2018)

¹⁵⁷ Influencing for impact (2019)

¹⁵⁸ BMA Key Trends (2018)

Concluding comments

The existence of a “gendered” culture exists across all professions accounted for in this Report. This was acknowledged by female consultants in the medical profession,¹⁵⁹ and the discrepancy in gender representation within senior roles in both accountancy and law are regularly acknowledged by the regulators as well as by principals, solicitors, and barristers. The Big Four in particular, despite the lack of sufficient gender-based statistics available in their Annual Reports, have been clear that the number of female partners is an issue that merits attention.¹⁶⁰ Despite partnership in law firms remaining higher, the numbers are still low – only one-third of partners are women, and the prospect of promotion to partnership remains highest for (white) men across all types of law firms. The Law Society recently identified perceptions of subconscious bias as the primary barrier to career progression.¹⁶¹ One is inclined to thoroughly agree with the Law’s Society’s recommendations on this point: it is not enough that companies and individuals are aware of their own institutionalised or personal biases – concrete action in the form of improvement to the recruitment and selection process at all stages of lawyer’s careers is essential.¹⁶²

By way of a rather general comparison, the total percentage of female QCs in 2017 was 15.3%¹⁶³ and the average percentage of female partners across the Big Four in 2017 was 18.8%¹⁶⁴ (based on the data sourced above). These are considerably less than the ~33.3% partners present in law firms and the ~36% of female medical consultants. From this, it seems evident that progression of women at the Bar has been considerably slower than it could have been. This may be on account of the self-employed nature of the Bar (resulting in unwillingness to financially accommodate and soften the impact of maternity leave). Further analysis by the BSB is necessary to look specifically at retention across different practice areas and analysing allocation of work along gender lines. The latter would not be an easy task to undertake in practice but it is too relevant to the retention point to ignore.¹⁶⁵ It must also be borne in mind that the number of women in senior roles at law firms, despite being better than the Bar, accountancy, and medicine, is still not reflective of the number of women in practice.¹⁶⁶

Interestingly, the representation of women in the judiciary appears significantly better overall when compared to women at QC level. Given that the composition of the Judicial Appointments Commission and QC Selection Panel are formulated along similar lines (i.e. a balance between lay and professional members), this suggests that Judicial Appointments Commission selection criteria (or application thereof) may be more effective in recruiting women. This necessitates an analysis of

¹⁵⁹ Equality Lens II Overview, pg.4

¹⁶⁰ In 2013, EY established targets to ensure at least 30% female representation in its new partner intake. In 2018 (as part of a press release announcing new partners in its North-West Europe region (Deloitte Press Release, 5 June 2018), Deloitte confirmed its intention to ensure 25% female representation in its partner intake by 2020, with 40% by 2030. PwC has also affirmed its target of 30% female partner representation.

¹⁶¹ Influencing for impact (2019)

¹⁶² Specific suggestions by the Law Society include, and are not limited to: the use of annual audits; blind and/or contextual recruitment; ensuring an equal number of male/female applicants; a gender balance amongst decision-makers and mandatory diversity training for them; and that merit is not culturally or value-neutral when creating assessment criteria (Influencing for impact (2019), pgs. 13-14).

¹⁶³ Not accounting for 2 individuals whose gender information was not disclosed.

¹⁶⁴ Percentage of total female partners in the UK 2017: Deloitte (18%); EY (20%); KPMG (18%); and PwC (19%)

¹⁶⁵ The BSB only began collecting data regarding gender and practice area in 2018. Farore Law has obtained this first tranche, reproduced at Appendix 5. The second tranche is due in June 2019. However, the WCWF’s Back to the Bar (2018) study merits quoting here: “[Women leaving the profession] *cannot simply be attributed to women ‘choosing’ not to work: the employed Bar boasts far better representation of women. There are clearly factors embedded in self-employed practice which make it difficult for some women to remain.*”

¹⁶⁶ Influencing for impact (2019), pg. 9 etc.

both processes to determine the salient differences, and how they could be applied in other industries. Of course, the judiciary is considered an attractive proposition for women with children or other caring responsibilities because of the greater ability to manage time and control your own working. More women appear to be applying to be judges than QCs, leaving the profession bereft of sufficient senior females.

There has been some change for the good, but much more needs to be done. Young women seeing the poor progression of their gender will doubtless question whether it is a profession, firm or chambers they wish to join. What the Bar, the Big 4 and many law firms still seem unable to do is adequately manage their organisations so as to make progression easier for women, attractive to women and welcome for all. Too often we still hear words along the lines of: “women leave because they choose to;” “women don’t have the self-confidence/ambition;” “if their partners are wealthy they tend to leave;” “women aren’t motivated by money the same way men are;” “women aren’t as focussed, they have too much else going on.” Everything possible must be done to retain women, encourage their ambition and to question these stereotypical assumptions about women and what drives them.

© Farore Law, May 2019

Appendix 1 – QC Applications by gender

QC appointments by gender				
Year	Female		Male	
	<i>Applicants</i>	<i>Awards</i>	<i>Applicants</i>	<i>Awards</i>
1995	42	8	450	63
1996	40	4	448	62
1997	41	5	459	63
1998	46	10	465	50
1999	49	9	504	60
2000	53	10	453	68
2001	51	10	405	67
2002	44	12	385	101
2003	39	9	355	112
2004	n/a	n/a	n/a	n/a
2005	n/a	n/a	n/a	n/a
2006 ¹⁶⁷	68	33	374	141
2007-08	51	20	276	78
2008-09	29	16	215	87
2009-10	46	20	226	108
2010-11	41	27	210	93
2011-12 ¹⁶⁸	40	23	172	65
2012-13 ¹⁶⁹	26	14	155	70
2013-14	42	18	183	82
2014-15 ¹⁷⁰	43	25	180	68
2015-16 ¹⁷¹	48	25	189	82
2016-17	56	31	198	82
2017	50	32	222	87
2018	55	30	186	78

¹⁶⁷ In 2006, one applicant did not declare their gender information and so has been excluded from these figures.

¹⁶⁸ In 2011-12, two applicants did not declare their gender information and so has been excluded from these figures.

¹⁶⁹ In 2012-13, two applicants did not declare their gender information and so has been excluded from these figures.

¹⁷⁰ One applicant is not included for the 2014-15 statistics as they withdrew from the competition prior to interview.

¹⁷¹ One applicant is not included for the 2015-16 statistics as they withdrew from the competition prior to interview.

Appendix 2 – Call to the Bar

The following statistics concern the number of men and women Called to the Bar between 1984-85 to 2016-17.

Year	No. of women Called	% of women Called	No. of men Called	% of men Called	No. of individuals unaccounted for
1984-85	347	36.3%	606	63.4%	3
1985-86	313	33.3%	626	66.5%	2
1986-87	345	38.8%	544	61.1%	1
1987-88	394	37.5%	655	62.4%	1
1988-89	383	37.9%	627	62.0%	1
1989-90	344	40.6%	500	59.0%	3
1990-91	482	40.8%	697	59.0%	2
1991-92	525	43.1%	691	56.7%	2
1992-93	655	42.9%	870	56.9%	3
1993-94	638	42.1%	876	57.9%	0
1994-95	706	45.7%	836	54.1%	3
1995-96	640	39.7%	969	60.1%	3
1996-97	660	41.1%	943	58.8%	2
1997-98	702	45.0%	851	54.6%	6
1998-99	613	45.6%	729	54.2%	3
1999-00	726	46.9%	816	52.7%	5
2000-01	738	48.4%	785	51.5%	2
2001-02	713	50.9%	684	48.8%	4
2002-03	781	52.2%	711	47.6%	3
2003-04	679	49.8%	682	50.0%	2
2004-05	703	48.5%	740	51.1%	6
2005-06	784	50.2%	775	49.6%	4
2006-07	886	49.8%	888	49.9%	5
2007-08	929	51.9%	857	47.9%	4
2008-09	921	51.5%	867	48.5%	0
2009-10	926	52.8%	825	47.1%	2
2010-11	832	51.1%	795	48.8%	2
2011-12	728	49.6%	741	50.4%	0
2012-13	691	51.3%	655	48.7%	0
2013-14	726	49.9%	730	50.1%	0
2015-16	684	52.6%	616	47.4%	0
2016-17	625	52.7%	559	47.2%	1
2017-18 ¹⁷²	694	-	653	-	4

¹⁷² Statistics for 2017-18 were obtained from the January 2019 update provided by the BSB at <https://www.barstandardsboard.org.uk/media-centre/research-and-statistics/statistics/called-to-the-bar-statistics/> (as accessed on 27.4.19).

Appendix 3 – QCs in practice

This table notes the number and percentage of QCs with an active practising certificate between 1990 to 2017. Figures were obtained directly from the Bar Standards Board.

Date	All	Female		Male		No information	
	Total	No.	%	No.	%	No.	%
1990	702	30	4.3%	669	95.3%	3	0.4%
1991	755	36	4.8%	716	94.8%	3	0.4%
1992	785	43	5.5%	739	94.1%	3	0.4%
1993	824	45	5.5%	776	94.2%	3	0.4%
1994	872	53	6.1%	816	93.6%	3	0.3%
1995	920	61	6.6%	856	93.0%	3	0.3%
1996	955	62	6.5%	890	93.2%	3	0.3%
1997	1001	67	6.7%	931	93.0%	3	0.3%
1998	1030	75	7.3%	952	92.4%	3	0.3%
1999	1068	82	7.7%	983	92.0%	3	0.3%
2000	1103	88	8.0%	1011	91.7%	4	0.4%
2001	1121	94	8.4%	1023	91.3%	4	0.4%
2002	1174	102	8.7%	1068	91.0%	4	0.3%
2003	1260	107	8.5%	1149	91.2%	4	0.3%
2004	1223	102	8.3%	1117	91.3%	4	0.3%
2005	1168	95	8.1%	1069	91.5%	4	0.3%
2006	1293	125	9.7%	1164	90.0%	4	0.3%
2007	1246	123	9.9%	1119	89.8%	4	0.3%
2008	1292	135	10.4%	1153	89.2%	4	0.3%
2009	1344	146	10.9%	1193	88.8%	5	0.4%
2010	1427	158	11.1%	1262	88.4%	7	0.5%
2011	1498	177	11.8%	1314	87.7%	7	0.5%
2012	1522	187	12.3%	1328	87.3%	7	0.5%
2013	1551	193	12.4%	1351	87.1%	7	0.5%
2014	1582	197	12.5%	1377	87.0%	8	0.5%
2015	1614	210	13.0%	1396	86.5%	8	0.5%
2016	1666	228	13.7%	1430	85.8%	8	0.5%
2017	1721	256	14.9%	1457	84.7%	8	0.5%

Appendix 4 – partner gender (percentage)

The below table notes the number and percentage of partners broken down by year and gender.¹⁷³

Year ¹⁷⁴	No. of female partners ¹⁷⁵	No. of male partners ¹⁷⁶	Female % of partners	Male % of partners
1983-4	977	18,958	4.9%	95.1%
1984-5	1,283	20,828	5.8%	94.2%
1985-6	1,464	20,750	6.6%	93.4%
1987-8	2,047	21,009	8.9%	91.1%
1989	n/a			
1990	2,937	20,513	12.5%	87.5%
1991	3,203	22,846	12.3%	87.7%
1992	3,396	22,779	13.0%	87.0%
1993	3,510	22,512	13.5%	86.5%
1994	3,706	22,404	14.2%	85.8%
1995	3,954	22,365	15.0%	85.0%
1996	4,115	22,436	15.5%	84.5%
1997	4,420	22,445	16.5%	83.5%
1998	4,802	22,776	17.4%	82.6%
1999	5,056	22,987	18.0%	82.0%
2000	5,418	23,108	19.0%	81.0%
2001	5,757	23,238	19.9%	80.1%
2002	6,043	23,265	20.6%	79.4%
2003	6,182	22,859	21.3%	78.7%
2004	6,165	21,926	21.9%	78.1%
2005	6,095	20,851	22.6%	77.4%
2006	5,727	18,954	23.2%	76.8%
2007	7,420	24,204	23.5%	76.5%
2008	7,710	24,071	24.3%	75.7%
2009	7,854	23,806	24.8%	75.2%
2010	8,002	23,458	25.4%	74.6%
2011	8,208 ¹⁷⁷	22,574	26.7%	73.3%
2012	8,090	22,199	26.7%	73.3%
2013	8,115	21,748	27.2%	72.8%
2014	7,985	21,046	27.5%	72.5%
2015	8,100 ¹⁷⁸	20,594	28.2%	71.8%
2016	8,105	20,082	28.8%	71.2%
2017	8,241	19,884	29.3%	70.7%

¹⁷³ The Law Society do not have Annual Statistics Reports dated before 1984. Farore Law has received confirmation that the 2018 Annual Statistics Report is due at the end of May 2019.

¹⁷⁴ As at 31 July

¹⁷⁵ Partner or partner equivalents (members, directors, shareholders), including salaried partners, in practice

¹⁷⁶ Partner or partner equivalents (members, directors, shareholders), including salaried partners, in practice

¹⁷⁷ There is conflicting information in the Law Society's 2011 Annual Statistics Report. The higher statistic is included in this table.

¹⁷⁸ There is conflicting information in the Law Society's 2015 Annual Statistics Report. The higher statistic is included in this table.

Appendix 5 – practice areas in relation to gender at the Bar

The below table contains the gender percentage across practice areas at the Bar for 2018. This dataset accounts for both employed and self-employed barristers.

Practice area	(% within gender)			
	Female	Male	No information	Prefer not to say
No information	3.3%	2.0%	0.0%	0.0%
Admiralty	0.0%	0.2%	0.0%	0.0%
Arbitrator or umpire or mediator	0.4%	1.1%	0.0%	4.9%
Chancery (contentious)	2.2%	4.4%	18.2%	7.4%
Chancery (non-contentious)	0.3%	0.5%	0.0%	2.5%
Commercial	5.3%	11.2%	0.0%	11.1%
Competition	0.6%	0.7%	0.0%	0.0%
Construction	0.8%	1.7%	0.0%	1.2%
Crime	27.9%	30.8%	18.2%	29.6%
Defamation	0.4%	0.3%	0.0%	1.2%
Employment	3.5%	3.4%	0.0%	3.7%
European	0.6%	0.7%	0.0%	0.0%
Family - children	20.8%	6.6%	18.2%	6.2%
Family - other	3.7%	2.8%	0.0%	1.2%
Financial services	1.8%	1.5%	0.0%	6.2%
Immigration	3.4%	2.9%	9.1%	1.2%
Insolvency	0.9%	1.2%	0.0%	2.5%
Intellectual property	0.8%	1.3%	9.1%	2.5%
International	1.1%	1.4%	0.0%	1.2%
Landlord & tenant (non-residential)	0.5%	0.6%	0.0%	1.2%
Landlord & tenant (residential)	1.6%	1.7%	0.0%	2.5%
Licensing	0.1%	0.2%	0.0%	0.0%
None listed	0.3%	0.2%	0.0%	0.0%
Other	3.5%	2.1%	0.0%	1.2%
Other common law	1.5%	2.0%	9.1%	2.5%
Parliamentary and local government	3.3%	2.8%	9.1%	1.2%
Personal injury	7.0%	10.1%	9.1%	4.9%
Planning	0.9%	1.6%	0.0%	0.0%
Professional discipline	2.1%	1.5%	0.0%	1.2%
Professional negligence	0.6%	1.1%	0.0%	1.2%
Revenue	1.0%	1.6%	0.0%	1.2%
TOTAL	100.0%	100.0%	100.0%	100.0%

References

Bar Council / Bar Standards Board: “Barristers’ Working Lives A second biennial survey of the Bar” (2013) [https://www.barstandardsboard.org.uk/media/1597662/biennial_survey_report_2013.pdf] as accessed on 27.4.19] (“*Barristers’ Working Lives 2013*”)

Bar Council, “Barristers’ Working Lives 2017: Barristers’ experience of harassment, bullying & discrimination” (2017) [https://www.barcouncil.org.uk/media/664669/barristers_working_lives_2017_harassment_and_bullying.pdf] as accessed] (“*Barristers’ Working Lives 2017*”)

Bar Council, “Momentum Measures: Creating a diverse profession - Summary of Findings” (2015) [https://www.barcouncil.org.uk/media/378213/bar_council_momentum_measures_creating_a_diverse_profession_summary_report_july_2015.pdf] as accessed on 27.4.19] (“*Momentum Measures: Creating a diverse profession (2015)*”)

Bar Standards Board Data Spreadsheet 2009 – 2018 [accessed via <https://www.barstandardsboard.org.uk/media-centre/research-and-statistics/statistics/called-to-the-bar-statistics/> on 13.3.19] (“*BSB Data Spreadsheet 2009-18*”)

Bar Standards Board Dataset (“Barristers Starting and Leaving Practice”). This data is not publicly available; Farore Law obtained this dataset directly from the BSB in November 2018. (“*BSB Dataset 3*”)

Bar Standards Board Dataset (“*QCs with an active practising certificate*”). This data is not publicly available; Farore Law obtained this dataset directly from the BSB in November 2018. (“*BSB Dataset 2*”)

Bar Standards Board Dataset (“The number of practising barristers distinguished by gender on a yearly basis (from 1985 - 2018 inclusive)”). This data is not publicly available; Farore Law obtained this dataset directly from the BSB in November 2018. (“*BSB Dataset 1*”)

Bar Standards Board, “Diversity at the Bar 2018 - A summary of the latest available diversity data for the Bar” (February 2018) [https://www.barstandardsboard.org.uk/media/1975681/diversity_at_the_bar_2018.pdf] as accessed on 27.4.19] (“*Diversity at the Bar 2018*”)

Bar Standards Board: “Women at the Bar: Research exploring solutions to promote gender equality” (May 2018) [https://www.barstandardsboard.org.uk/media/1975681/diversity_at_the_bar_2018.pdf] as accessed on 27.4.19] (“*Women at the Bar (2018)*”)

Bar Standards Board: “Women at the Bar” (July 2016) [https://www.barstandardsboard.org.uk/media/1773934/women_at_the_bar_-_full_report_-_final_12_07_16.pdf] as accessed on 27.4.19] (“*Women at the Bar (2016)*”)

British Medical Association, “Equality Lens II” Data (May 2018) [available at <https://www.bma.org.uk/about-us/equality-diversity-and-inclusion/equality-lens/overview> as at 28.4.19] (“*Equality Lens II Data*”)

British Medical Association, “Equality Lens II” Overview (May 2018) [available at <https://www.bma.org.uk/about-us/equality-diversity-and-inclusion/equality-lens/overview> as at 28.4.19] (“*Equality Lens II Overview*”)

British Medical Association, “Focus on: medical education - Key trends - Gender diversity in medical education” (6 December 2018) [available at <https://www.bma.org.uk/about-us/equality-diversity-and-inclusion/equality-lens/trend-4> as at 27.4.19] (“*BMA Key Trends (2018)*”)

Consultancy.uk, “KPMG UK promotes 39 partners as it looks toward busy 2019” (23 October 2018) [<https://www.consultancy.uk/news/19134/kpmg-uk-promotes-39-partners-as-it-looks-toward-busy-2019> as accessed on 27.4.19] (“*Consultancy.uk Press Release, 23 October 2018*”)

Criminal Bar Association, “CBA Monday Message 11.02.19”, (2019) [<https://www.criminalbar.com/resources/news/cba-monday-message-11-02-19/> as accessed on 4.5.19] (“*A letter from the Chair of the Criminal Bar Association (2019)*”)

Deloitte Press Release, “Deloitte North West Europe promotes 136 new partners” (5 June 2018) [<https://www2.deloitte.com/uk/en/pages/press-releases/articles/deloitte-north-west-europe-promotes-136-new-partners.html> as accessed on 27.4.19] (“*Deloitte Press Release, 5 June 2018*”)

Deloitte Press Release, “Deloitte North West Europe promotes 149 new partners” (1 July 2017) [<https://www2.deloitte.com/uk/en/pages/press-releases/articles/deloitte-north-west-europe-promotes-149-new-partners.html> as accessed on 27.4.19] (“*Deloitte Press Release, 1 July 2017*”)

Deloitte Press Release, “Deloitte UK promotes 75 new partners” (1 June 2015) [<https://www2.deloitte.com/uk/en/pages/press-releases/archive-press-release/deloitte-uk-promotes-75-new-partners.html> as accessed on 27.4.19] (“*Deloitte Press Release, 1 June 2015*”)

Deloitte Press Release, “Deloitte UK promotes 80 new partners” (31 May 2016) [<https://www2.deloitte.com/uk/en/pages/press-releases/articles/deloitte-uk-promotes-80-new-partners.html> as accessed on 27.4.19] (“*Deloitte Press Release, 31 May 2016*”)

Deloitte, “Metrics: Impact Report 2016 [landing page]” [<https://www2.deloitte.com/uk/en/pages/about-deloitte-uk/articles/impact-report-metrics-2016.html#> as accessed on 27.4.19] (“*Deloitte Metrics: Impact Report landing page (2016)*”)

Deloitte, “Metrics: Impact Report 2017 [landing page]” [<https://www2.deloitte.com/uk/en/pages/about-deloitte-uk/articles/impact-report-metrics-2017.html> as accessed on 27.4.19] (“*Deloitte Metrics: Impact Report landing page (2017)*”)

Deloitte, “Metrics: Impact Report 2018 [landing page]” [<https://www2.deloitte.com/uk/en/pages/about-deloitte-uk/articles/impact-report-metrics-2018.html> as accessed on 27.4.19] (“*Deloitte Metrics: Impact Report landing page (2018)*”)

Elevation Networks / Visible Women, “Women in Finance: Not Adding Up” (November 2016) [<http://www.elevationnetworks.org/visible-women/financereport/> as accessed on 27.4.19] (“*Visible Women report (2016)*”)

EY, “EY UK Transparency Report 2016 [landing page]” [<https://www.ey.com/uk/en/about-us/ey-uk-transparency-report-2016> as accessed on 27.4.19] (“*EY UK Transparency Report landing page (2016)*”)

EY, “EY UK Transparency Report 2017, Volume 1” [[https://www.ey.com/Publication/vwLUAssets/ey-uk-2017-transparency-report-1/\\$FILE/ey-uk-2017-transparency-report-1.pdf](https://www.ey.com/Publication/vwLUAssets/ey-uk-2017-transparency-report-1/$FILE/ey-uk-2017-transparency-report-1.pdf) as accessed on 27.4.19] (“*EY UK Transparency Report 2017, Vol.1*”)

EY, “Global review 2018: How do we create value and build trust in this transformative age?” [https://assets.ey.com/content/dam/ey-sites/ey-com/en_gl/topics/global-review/2018/ey_global_review_2018_v11_hr.pdf as accessed on 27.4.19] (“*EY Global Review 2018*”)

Financial Reporting Council, “Key Facts and Trends in the Accountancy Profession” (July 2018) [<https://www.frc.org.uk/getattachment/27725654-8bd9-4623-a410-ef1661a69649/Key-Facts-and-Trends-2018.pdf>] as accessed on 27.4.19] (“*Key Facts and Trends in the Accountancy Profession (2018)*”)

Financial Reporting Council, “Key Facts and Trends in the Accountancy Profession” (July 2017) [<https://www.frc.org.uk/getattachment/77fc8390-d0d1-4bfe-9938-8965ff72b1b2/Key-Facts-and-Trends-2017.pdf>] as accessed on 27.4.19] (“*Key Facts and Trends in the Accountancy Profession (2017)*”)

Financial Reporting Council, “Key Facts and Trends in the Accountancy Profession” (June 2016) [<https://www.frc.org.uk/getattachment/cd51413b-df19-4ca5-8a58-e51a9a735772/2016-KFAT.pdf>] as accessed on 27.4.19] (“*Key Facts and Trends in the Accountancy Profession (2016)*”)

Financial Reporting Council, “Key Facts and Trends in the Accountancy Profession” (June 2015) [<https://www.frc.org.uk/getattachment/eb28d049-3daa-4245-ab88-d248309d4565/KFAT-2015.pdf>] as accessed on 27.4.19] (“*Key Facts and Trends in the Accountancy Profession (2015)*”)

Financial Reporting Council, “Key Facts and Trends in the Accountancy Profession” (June 2014) [<https://www.frc.org.uk/getattachment/61efa556-75ff-4fda-9e90-2d218cf2b9cd/Key-Facts-and-Trends-in-the-Accountancy-Profession-June-2014.pdf>] as accessed on 27.4.19] (“*Key Facts and Trends in the Accountancy Profession (2014)*”)

Financial Reporting Council, “Key Facts and Trends in the Accountancy Profession” (June 2013) [<https://www.frc.org.uk/getattachment/06433e8c-4da5-417c-a319-fbf09fc5b6fe/KFAT-2013-FINAL-for-web.pdf>] as accessed on 27.4.19] (“*Key Facts and Trends in the Accountancy Profession (2013)*”)

Judiciary.uk, “Courts and Tribunals Diversity Tables 2015” (30 July 2015) [<https://www.judiciary.uk/publications/judicial-statistics-2015/>] as accessed on 27.4.19] (“*Judicial Diversity Tables 2015*”)

Judiciary.uk, “Diversity Statistics 2016 Tables as at 1 April 2016 (Updated 29 November 2016)” (28 July 2016) [<https://www.judiciary.uk/publications/judicial-statistics-2015/>] as accessed on 27.4.19] (“*Judicial Diversity Tables 2016*”)

Judiciary.uk, “Diversity Statistics 2017 Tables” (20 July 2017) [<https://www.judiciary.uk/publications/judicial-statistics-2017/>] as accessed on 27.4.19] (“*Judicial Diversity Tables 2017*”)

Judiciary.uk, “Diversity Statistics 2018 Tables” (12 July 2018) [<https://www.judiciary.uk/publications/judicial-diversity-statistics-2018/>] as accessed on 27.4.19] (“*Judicial Diversity Tables 2018*”)

Judiciary.uk, “Judicial Diversity Statistics 2015: Judicial Office Statistics Bulletin” (30 July 2015) [https://www.judiciary.uk/wp-content/uploads/2015/07/judicial_diversity_statistics_20151.pdf] as accessed on 27.4.19] (“*Judicial Diversity Statistics 2015*”)

Judiciary.uk, “Judicial Diversity Statistics 2016: Judicial Office Statistics Bulletin” (28 July 2016; revised 2 December 2016) [<https://www.judiciary.uk/wp-content/uploads/2016/07/judicial-diversity-statistics-2december.pdf>] as accessed on 27.4.19] (“*Judicial Diversity Statistics 2016*”)

Judiciary.uk, “Judicial Diversity Statistics 2017” (20 July 2017) [<https://www.judiciary.uk/wp-content/uploads/2017/07/judicial-diversity-statistics-2017-1.pdf>] as accessed on 27.4.19] (“*Judicial Diversity Statistics 2017*”)

Judiciary.uk, “Judicial Diversity Statistics 2018” (12 July 2018) [<https://www.judiciary.uk/wp-content/uploads/2018/07/judicial-diversity-statistics-2018-1.pdf>] as accessed on 27.4.19] (“**Judicial Diversity Statistics 2018**”)

KPMG, “A clear insight: UK Annual Report 2016 (including the Transparency Report)” (December 2016) [<https://assets.kpmg/content/dam/kpmg/uk/pdf/2016/12/annual-report-2016.pdf>] as accessed on 27.4.19] (“**KPMG Annual Report 2016**”)

KPMG, “Investing to become the Clear Choice: UK Annual Report 2015 (including the Transparency Report)” (December 2015) [<https://assets.kpmg/content/dam/kpmg/pdf/2015/12/kpmg-uk-annual-report-2015.pdf>] as accessed on 27.4.19] (“**KPMG Annual Report 2015**”)

KPMG, “KPMG LLP Annual Report 2014” [<https://assets.kpmg/content/dam/kpmg/pdf/2014/12/kpmg-uk-annual-report-2014.pdf>] as accessed on 27.4.19] (“**KPMG Annual Report 2014**”)

KPMG, “UK Annual Report 2017” (December 2017) [<https://assets.kpmg/content/dam/kpmg/uk/pdf/2017/12/uk-annual-report-2017.pdf>] as accessed on 27.4.19] (“**KPMG Annual Report 2017**”)

Law Society Annual Statistics Reports, years 1984 to 2017 inclusive (“**Law Society Annual Statistics Report XXXX**”) [obtained directly from the Law Society]

Law Society, “Influencing for impact: The need for gender equality in the legal profession: Women in Leadership in Law report - Findings from the women's roundtables” (8 March 2019) [available via <https://www.lawsociety.org.uk/support-services/research-trends/gender-equality-in-the-legal-profession/>] as accessed on 27.4.19] (“**Influencing for impact (2019)**”)

Law Society, “Law firm diversity data” [available at <https://www.sra.org.uk/solicitors/diversity-toolkit/law-firm-diversity-tool.page>] last accessed by Farore Law in March 2019] (“**LS Diversity Data Tool**”)

Office for National Statistics, “EMP04: Employment by occupation” [<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/employmentbyoccupationemp04>] as accessed on 27.4.19] (“**ONS EMP04 spreadsheet**”)

PwC, “Annual Report 2013” [<https://www.pwc.co.uk/assets/pdf/annual-report-2013.pdf>] as accessed on 27.4.19] (“**PwC Annual Report 2013**”)

PwC, “Building trust through assurance: Transparency Report” (year ended 30 June 2015) [<http://pwc-annualreport.co.uk/files/PwC-Transparency-Report-2015.pdf>] as accessed on 27.4.19] (“**PwC Transparency Report 2015**”)

PwC, “Building trust through assurance: Transparency Report” (year ended 30 June 2016) [<https://www.pwc.co.uk/annualreport/assets/2016/pdf/annual-report-2016-transparency-report.pdf>] as accessed on 27.4.19] (“**PwC Transparency Report 2016**”)

PwC, “Building trust through assurance: Transparency Report” (year ended 30 June 2018) [<https://www.pwc.co.uk/annualreport/assets/2018/pdf/uk-transparency-report-18.pdf>] as accessed on 27.4.19] (“**PwC Transparency Report 2018**”)

PwC, “Building trust through assurance: Transparency Report” (year ended 30 June 2017) [<https://www.pwc.co.uk/annualreport/assets/2017/pdf/annual-report-2017-transparency-report.pdf>] as accessed on 27.4.19] (“**PwC Transparency Report 2017**”)

PwC, “Doing the right thing Trust in business” (2013) [<https://www.pwc.co.uk/assets/pdf/transparency-report-2013.pdf> as accessed on 27.4.19] (“*PwC Trust in Business Report (2013)*”)

PwC, “Doing the right thing: Annual Report 2012” [<https://www.pwc.co.uk/assets/pdf/annual-report-2012.pdf> as accessed on 27.4.19] (“*PwC Annual Report 2012*”)

PwC: “Annual Report 2014 Responsible profitable growth” [<https://www.pwc.co.uk/assets/pdf/annual-report-2014.pdf> as accessed on 27.4.19] (“*PwC Annual Report 2014*”)

Queen’s Counsel Appointments Dataset (“Queen’s Counsel Statistics from 1995 to present”) [<http://www.qcappointments.org/> as accessed on 2.11.18 and 14.3.19] (“*QCA Dataset I*”)

Solicitors Regulation Authority Annual Review 2016/17 [available via <https://www.sra.org.uk/sra/how-we-work/reports/annual-review/annual-review-2016-17.page> as at 27.4.19] (“*SRA Annual Review 2016/17*”)

Solicitors Regulation Authority, “Mapping advantages and disadvantages: Diversity in the legal profession in England and Wales” (October 2017) [available via <https://www.sra.org.uk/sra/how-we-work/reports/diversity-legal-profession.page> as of 27.4.19] (“*Mapping advantages and disadvantages (2017)*”)

The Institute of Chartered Accountants in England and Wales (ICAEW) Charitable Trusts, “Diversity and the accounting profession” (2017) [<https://www.icaew.com/-/media/corporate/files/technical/research-and-academics/diversity-and-the-accounting-profession.ashx> as accessed on 27.4.19] (“*ICAEW report (2017)*”)

Western Circuit Women’s Forum, “Back to the Bar: A survey of obstacles, aids and recommendations for parents returning to the Bar” (2018) [<https://westerncircuit.co.uk/wp-content/uploads/2018/11/WCWF-Back-to-the-Bar-Final-version.pdf> as accessed on 4.5.19] (“*Back to the Bar (2018)*”)

Contact us

☎ +44 (0) 20 7769 6855

✉ info@farorelaw.co.uk

farorelaw.co.uk • twitter.com/FaroreLaw

London:	Guildford:
Farore Law	Farore Law
Central Court	St. Marys Chambers
25 Southampton Buildings	59 Quarry Street
London	Guildford
WC2A 1AL	Surrey
	GU1 3UA

Suzanne McKie QC

Founder / Solicitor

sm@farorelaw.co.uk

Reshma Derasari

Solicitor

derasari@farorelaw.co.uk

Ruth Whittaker

Senior Paralegal

whittaker@farorelaw.co.uk

Jane Marinos

Paralegal

marinos@farorelaw.co.uk

Lee Newell

Consultant Employment Specialist

ln@farorelaw.co.uk

Helen Guy

Accounts and Case Management

guy@farorelaw.co.uk

Rebecca Rose

Consultant Therapist

ka@farorelaw.co.uk

Farore Law



Central Court, 25 Southampton Buildings, London WC2A 1AL
farorelaw.co.uk • @FaroreLaw