

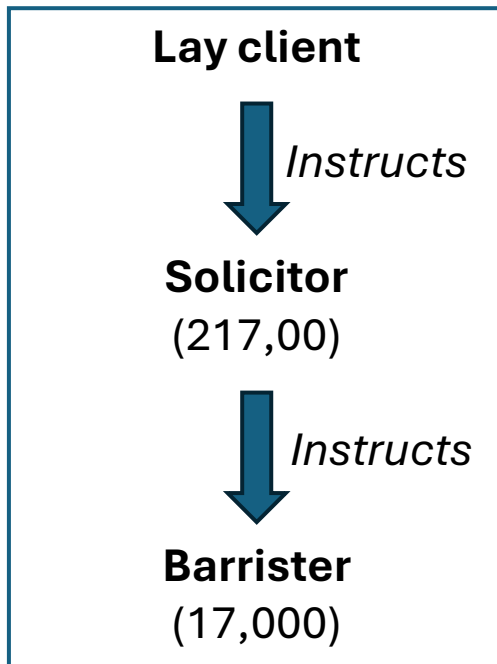
# The Gender Pay Gap at the English Bar

*Carin Hunt*

*Outer Temple Chambers*

The logo features a red circular ring with a white center. A dark blue horizontal bar is superimposed across the middle of the ring, containing the text "MIND THE GAP" in white, uppercase, sans-serif font.

**MIND THE GAP**



### **Barristers**

- Self-employed
- Organised into 'sets' of Chambers where they share premises and support staff
- Two tiers of 'seniority':
  - Juniors
  - Silk/King's Counsel (KC)

### **Clerks**

- A bit like a barrister's 'agent'
- Key role in allocation of work between barristers in chambers
- Negotiate fees
- Market barristers and bring work in for them



**The Bar Council**

The **Bar Council** is the representative body for barristers in England and Wales.

# Uncovering the Gap



# HHJ Emma Nott's Series of Articles for Counsel Magazine: Gender at the Bar and fair access to work



## Gender at the Bar and fair access to work (1)

20 March 2018 / Author(s): [HHJ Emma Nott](#)  
Issue: [April 2018](#) / Categories: [Practice](#)  
[Toolset](#), [Profession](#)



*Are female juniors being given fair complex (and lucrative) cases? A S team study and published data sug*

Although there is a growing problem with retentir that women are leaving the self-employed Bar di commencing tenancy and the five-year point. An (tenancy) 48% of barristers are female, after five 44%. This data, and the comparison with the em drop to 31% for the 15 years' Call-plus cohort at result of awaiting trickle-up, but that a female ex shortly after entry, continues steadily to and bey overall gender disparity would be mirrored within

## Gender at the Bar and fair access to work (2)

23 April 2018 / Author(s): [HHJ Emma Nott](#)  
Issue: [May 2018](#) / Categories: [Practice](#)  
[Toolset](#), [Profession](#)

*Part 2 of HHJ Emma Nott's analysis turns tc legal aid fee earners. How do the earnings c compare to their male counterparts?*

Part 1 of this article examined the statistics on gender at the l getting fair allocation of work at the most complex and lucrati the earnings of female criminal advocates compare to their m realistically be assessed by reference to publicly funded case: matter of public record. I am very grateful for the assistance c Agency which helped me populate an Excel spreadsheet with for each of the last six years. I was then able to review the get earners – ie the top 500 publicly funded advocates in criminal follows:

## Gender at the Bar and fair access to work (3)

24 November 2019 / Author(s): [HHJ Emma Nott](#)  
Issue: [December 2019](#) / Categories: [Practice](#)  
[Toolset](#), [Profession](#)



Without equal access to the best work, it is more difficult for women to gain experience, skill and confidence to apply for silk and the judiciary. With gender-diverse lists ahead, this systemic problem affects everyone



2019	M	F	Total				
Area of Practice	No of Barristers	No of Barristers	Total No of Barristers	% M	% Earnings to M	% F	% Earnings F
Admiralty	82	17	99	83	91	17	9
Arbitrator, Umpire or Mediator	504	160	664	76	89	24	11
Chancery - contentious	1649	529	2178	76	85	24	15
Chancery - non-contentious	706	209	915	77	83	23	17
Commercial and Financial Services	2618	781	3399	77	89	23	11
Competition	151	55	206	73	82	27	18
Construction	514	126	640	80	82	20	18
Criminal	3339	1651	4990	67	77	33	23
Defamation	126	49	175	72	72	28	28
Employment	927	419	1346	69	74	31	26
European	143	49	192	74	78	26	22
Family - Children	1196	1707	2903	41	40	59	60
Family - Other	1108	1216	2324	48	63	52	37
Immigration	606	430	1036	58	68	42	32
Insolvency	874	283	1157	76	85	24	15
Intellectual Property	250	90	340	74	84	26	16
International Law	190	60	250	76	87	24	13
Landlord & Tenant Non-residential	807	242	1049	77	82	23	18
Landlord & Tenant Residential	1018	446	1464	70	75	30	25
Licensing	241	73	314	77	90	23	10
Other	340	199	539	63	68	37	32
Other Common Law	1809	844	2653	68	80	32	20
Personal injury	1913	909	2822	68	81	32	19
Planning	358	89	447	80	87	20	13
Professional Discipline	642	317	959	67	73	33	27
Professional Negligence	1101	276	1377	80	81	20	19



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## Barrister earnings by sex and practice area 20 year trends report

September 2021



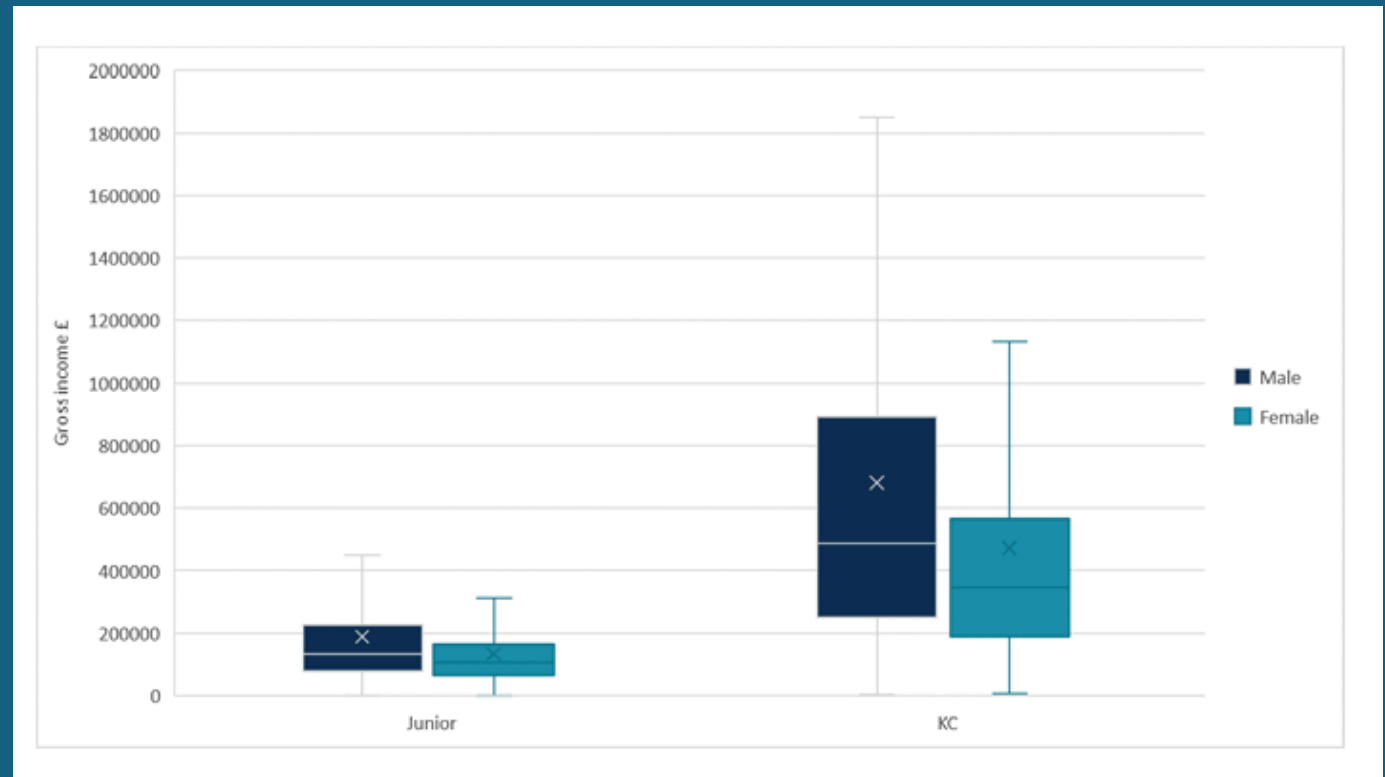
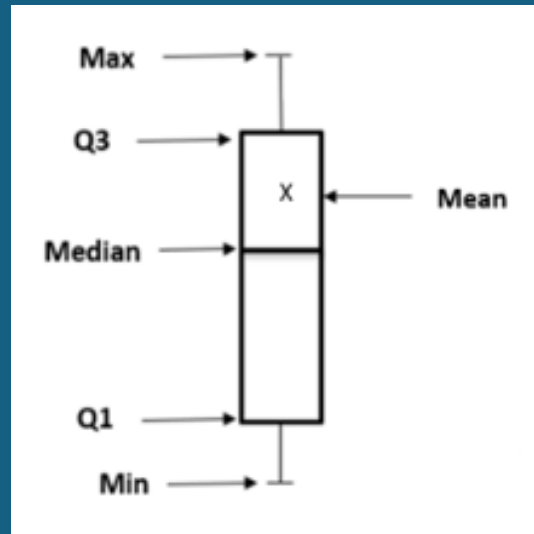


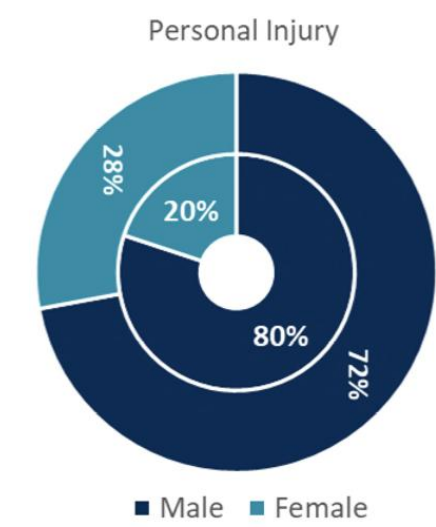
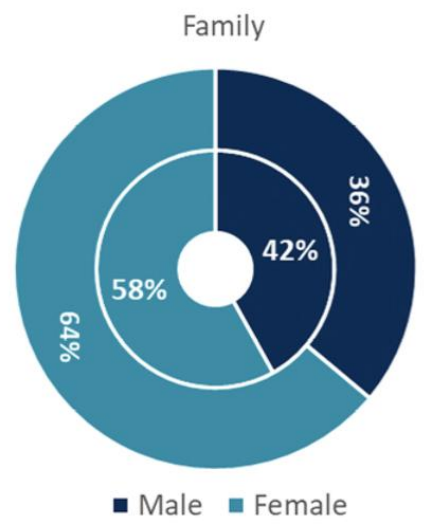
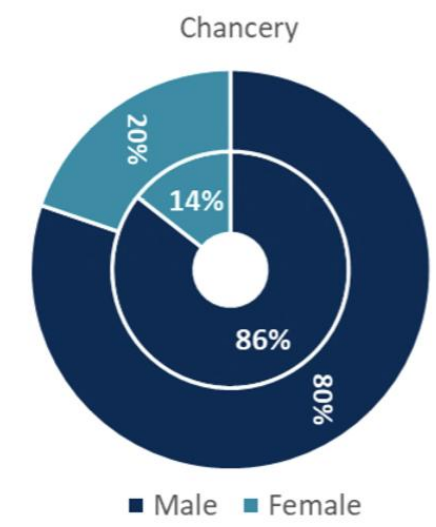
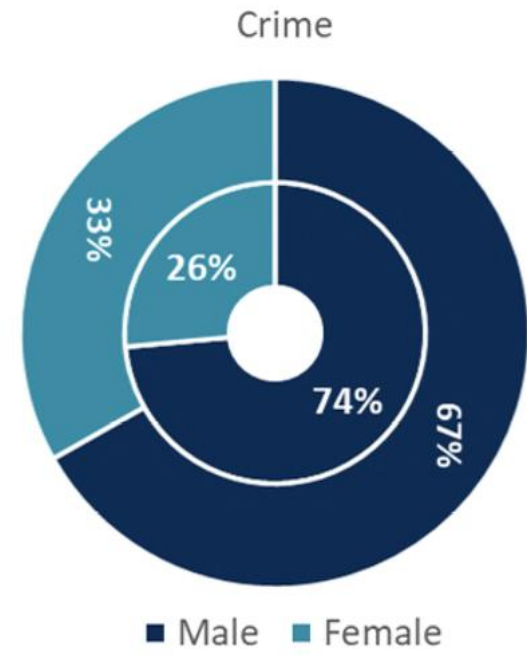
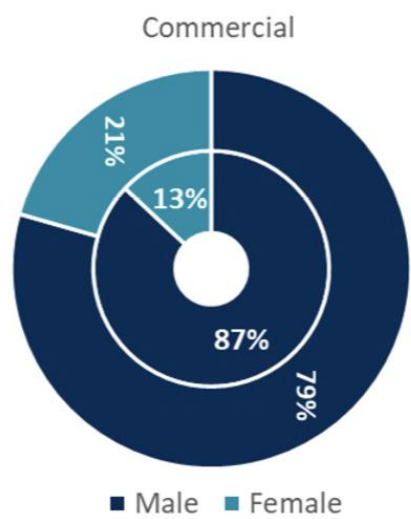
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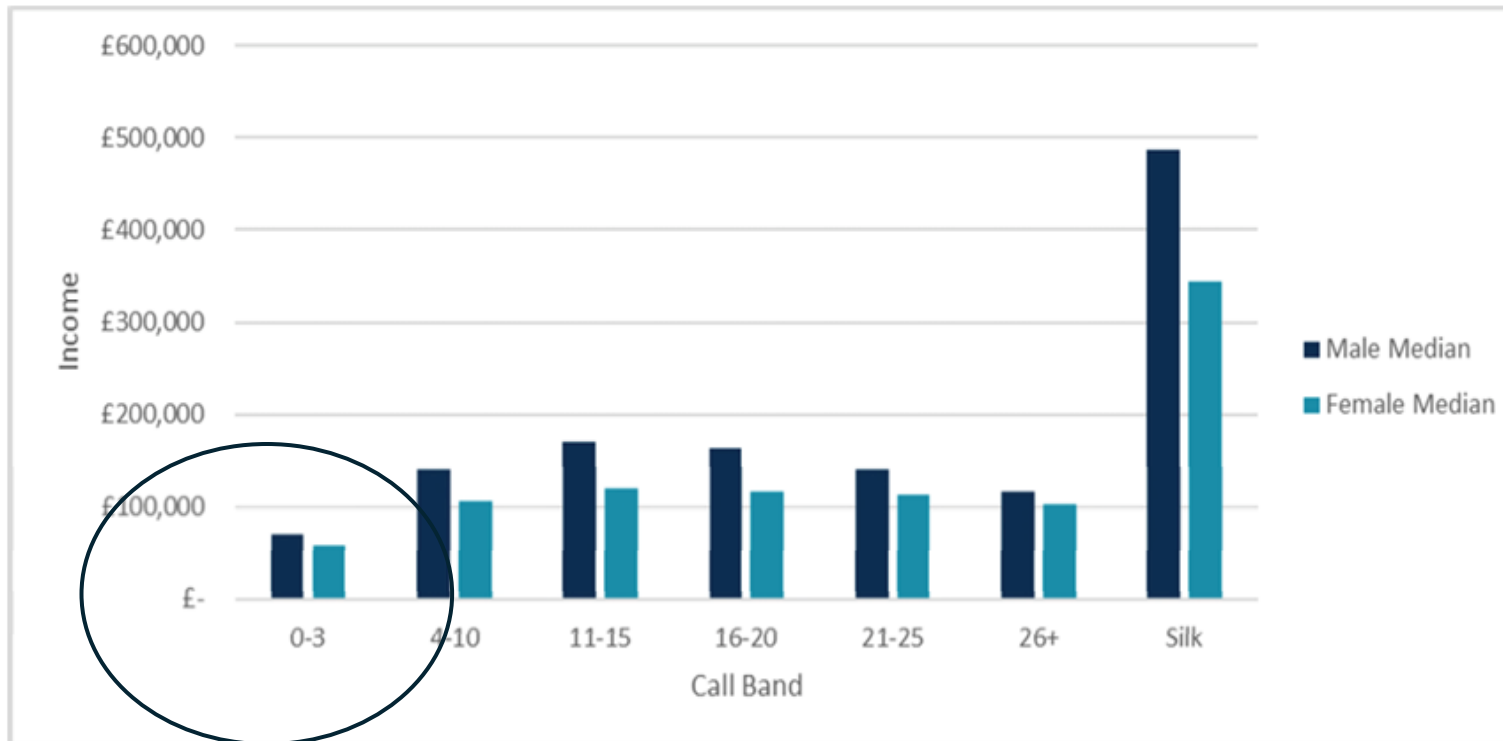
## Gross earnings by sex and practice area at the self-employed Bar

November 2023











The Bar Council

## Gross earnings by sex and practice area at the self-employed Bar

November 2025



# Causes





Action



MIND THE GAP



Reflections

“For the past decade, chipping away at the glass ceiling with the meticulous stubbornness of a data-obsessed archaeologist – unearthing income and instruction statistics where they exist, and gently nudging public bodies to scribble some down where they don’t – has often felt less like progress and more like a self-inflicted concussion. But driving change – which seems to shuffle in like a tortoise on tranquillisers – requires unwavering patience and determination.”

**HHJ Emma Nott**, 10 March 2025 ‘Gender and fair access to work 2025’ in Counsel Magazine

