



Pupillage Gateway: Report

August 2021

The General Council of the Bar, known as the Bar Council, is the Approved Regulator of the Bar of England and Wales, and the representative body for the profession. It discharges its regulatory functions through the independent Bar Standards Board. The Bar Council currently represents approximately 17,000 practising barristers in England and Wales.

The Pupillage Gateway is a recruitment portal owned by the Bar Council and used by Authorised Education and Training Organisations (AETOs) to recruit aspirant barristers for pupillage (paid training opportunities) at the Bar. The Pupillage Gateway is currently used by approximately half of all AETOs at the Bar. Those AETOs who do not use Gateway tend to manage their own recruitment process directly. The Pupillage Gateway is used by aspirant barristers who seek to apply for pupillage vacancies. In order to apply for pupillage, candidates must be near completion of an undergraduate degree or conversion course. To start pupillage, applicants must have completed the vocational component within the last five years. About half of applicants have completed the vocational component in the last five years. We estimate that 60-70% of all applicants for pupillage use the Pupillage Gateway to make at least one application.¹ Between 450-600 pupil barristers start pupillage each year.²

¹ This is based on the numbers of pupils who received offers off-Gateway prior to the implementation of the now-mandatory recruitment timetable. Therefore, the Pupillage Gateway is used by at least the majority of aspirant barristers, but we do not have accurate figures.

² Bar Standards Board, [Pupillage Statistics](#).

As the only central source of information on pupillage recruitment at the Bar, the Pupillage Gateway is a valuable source of data on the profiles of candidates and pupillage vacancies, as well as the progression of candidates in recruitment for those Authorised Education and Training Organisations (AETOs) that recruit using the Gateway platform.

The Bar Council is, in this report, sharing selected data sets to improve the transparency of the information we share about the profession and identify areas where further guidance and support for candidates and AETOs might be needed. This report should be seen as a companion to the Bar Standards Board's annual BPTC Key Statistics Report.³

It should be noted that the most recent Gateway process combines AETOs who were recruiting (in early 2021) for pupils to start in October 2021, and other AETOs recruiting for pupils to start in October 2022. In terms of advertised vacancies, in any given recruitment round, there tend to be more vacancies for a year in advance than vacancies for the same year.

The key points emerging from the analysis are

- The number of pupillages offered on the Gateway has recovered somewhat post-pandemic but is not back to pre-pandemic levels.
- The number of applicants per Gateway advertisement continues to increase year on year.
- There is nothing to suggest that those who have not studied law at undergraduate level are at a disadvantage.
- Candidates with a first-class degree, and candidates with Outstanding at BPTC-level, were more likely to receive an offer than those without.
- Applicants with a scholarship from one of the Inns of Court were significantly more likely to receive an offer of pupillage than those without.
- We have drawn some tentative conclusions about the correlation between success rates and protected characteristics and socio-economic indicators and plan to carry out an in-depth statistical review later in the year.

Data notes

³ Bar Standards Board, [BPTC Key Statistics Report](#).

Section A: Vacancies

Subject only to a small number of specific waivers, all AETOs must comply with the same pupillage offer timetable, and all AETOs are required to advertise their pupillage vacancies on the Pupillage Gateway.⁴ However, it remains open to AETO's to carry out their own selection process outside the Gateway.

We therefore hold relevant data on all vacancies from the content of the advertisements, and, specifically, the number of posts advertised, the specialism, location, pupillage award etc. This does not always translate to the number of offers that are made, particularly for those AETOs not using the Pupillage Gateway to recruit.

We do not hold data relating to AETOs that have made a successful advertising waiver, for either a full or partial pupillage, neither do we have complete data on how many pupillages are successfully recruited each year. Therefore, the total pupillages offered through the Pupillage Gateway will differ from the figure for total pupillages registered that is published by the Bar Standards Board (BSB).⁵

Section B: Applicants

This report will include any candidates who applied to AETOs on the Pupillage Gateway during the 2020/21 recruitment round (i.e., between January 4 and February 8, 2021). Since the implementation of the mandatory timetable, candidates are highly likely to make at least one application through the Pupillage Gateway, given approximately half of AETOs use the Gateway to recruit each year. The BSB has permitted greater flexibility in the timetable for the 2021/22 recruitment round to account for the pandemic, so we expect this to be an even higher proportion of candidates in future years.⁶

In terms of analysing to which AETOs candidates apply, we only hold data on those AETOs who use the Pupillage Gateway to recruit. Section B2 does not apply to those AETOs who only use the Pupillage Gateway to advertise.

Section C: Outcomes

⁴ See the [Bar Qualification Manual](#) (Section 4C, paragraph 10).

⁵ For example, in 2018/19, the Bar Standards Board reported 568 registered first six pupillages, compared to 494 pupillages advertised through the Gateway: see Bar Standards Board, [Pupillage Statistics](#) and page 8 of this report.

⁶ Bar Standards Board, [COVID-19 and Pupillage FAQs](#).

This data is not comprehensive and comes with several caveats (see below). The Bar Council has therefore drawn only tentative conclusions on the basis of the available data and has not controlled for relevant factors.⁷

1. This data only relates to those AETOs that use the Pupillage Gateway to facilitate their respective recruitment processes, and the candidates that applied to them through the system. Between November 2020 and May 2021, this translated to 101 AETOs advertising 246 pupillages (of a total of 176 AETOs advertising 406 pupillages).
2. All relevant AETOs responded to our emails requesting clarification of their 'Bar Council Areas of Practice'. The numbers of responses received were as follows and – as is clear because the figures below add up to 164 and there were only 101 AETOs – some AETOs opted to appear under more than one category:

Area of Practice	Number of AETOs
Chancery	23
Commercial	24
Crime	26
Family	26
General Civil	36
Mixed Practice	29
No Response Received	0

3. The 'First Round', 'Second Round' and 'Offer Made' data is likely to be slightly compromised as we know that three AETOs advertising a total of 11 pupillages failed to update the status of their candidates. These three AETOs fall into the following categories and, once again, some appear more than one:

⁷ The Bar Council will consider further statistical analysis on protected characteristics, socio-economic characteristics, and other contributing factors in future reports, but this is beyond the scope of this report.

Area of Practice	Number of AETOs
Chancery	0
Commercial	0
Crime	2
Family	3
General Civil	1
Mixed Practice	1
No Response Received	0

4. Any oddities in the data between 'Second Round' and 'Offer Made' will be the result of one or more AETOs only running 'First Round' interviews, meaning that the successful candidates do not appear in the 'Second Round' column and instead jump to 'Offer Made'.
5. We have omitted data sets in this section which have low engagement (i.e., those in which 50 per cent or more of candidates selected 'Prefer not to say'.

Section A: Vacancies

Summary

- There was a decrease in the number of pupillages advertised on the Gateway to start in 2020/21.⁸ Pupillages would have been advertised during the 2019/20 *and* the 2020/21 recruitment rounds, so the pandemic may have been a factor in the fall in pupillages intended to start in 2020/21.
- There was a slight increase in vacancies for pupillages starting in 2021/22 (compared to those starting in 2020/21), suggesting that numbers of pupillages may have begun to recover from the recruitment freezes many chambers implemented during the pandemic.
- This recovery has been particularly strong for family and crime.
- The average pupillage award has neither increased nor decreased over the last six years.

A1: Number of vacancies

1. Based on the number of pupillages aggregated by start date, the total number of pupillage positions advertised between 2016-2020 remained very broadly stable, between 459 and 497.⁹

2. In 2020/21, the number of pupillages *advertised* decreased by 14.1 per cent compared to the previous year. The BSB reported a 35 per cent decrease in the number of pupillages *registered* in 2020 compared to the previous year.¹⁰ Note that the decrease in registrations is likely to reflect the fact that some pupillages, which were offered and accepted, were then deferred. The reduction of advertised may be at least partly due to the impact of the pandemic.

⁸ Many AETOs will have advertised their vacancies during the Gateway timetable that ran between November 2019 and closed for applications in February 2020. Those vacancies will be included here, whether or not they actually went on to recruit. Therefore, any impact on advertised vacancies that may be attributed to the pandemic would only have affected those AETOs recruiting outside the main timetable, and later in the year. Therefore, there may be other factors that impacted recruitment for pupillages starting in 2020/21, that were unrelated to the pandemic. You can find out more about the impact of the pandemic on AETOs using the Gateway to recruit [here](#) (p. 4).

⁹ This includes all advertised vacancies, but we do not hold data on how many vacancies are filled. There may be multiple reasons why AETOs do not recruit into a vacancy.

¹⁰ Bar Standards Board, '[Impact of Covid-19 on Pupillage](#)'.

3. Numbers have recovered somewhat for pupillages starting during the financial year 2021/22. Between 2019/20 and 2021/22, the decrease stands at 7.6 per cent, suggesting that pupillage numbers have recovered slightly in the wake of the pandemic.
4. Most practice areas saw a decrease in the number of pupillages offered from 2019/20 to 2020/21, except for Chancery (+6.0 per cent) and commercial (which saw no decrease).
5. All practice areas saw an increase in the number of pupillages advertised to start in 2021/22, compared to those advertised to start in 2020/21. Family saw the largest increase (+34.1 per cent) followed by crime (+32.5 per cent).
6. Most Circuits saw an increase of the number of pupillage vacancies advertised between 2020/21 and 2021/22.

The colour key is as follows and applies to all subsequent tables:

+Indicates increase
-Indicates decrease
No change

Total vacancies¹¹

Financial Year (Pupillage Start Date)	Positions Advertised	Increase/decrease on previous year
2016/17	459	n/a
2017/18	497	+8.3%
2018/19	494	-0.6%
2019/20	490	-0.8%
2020/21	421	-14.1%
2021/22	453	+7.6%

¹¹ Please note that total vacancies are aggregated across different recruitment rounds to demonstrate the number of pupillages advertised through the Gateway for any given pupillage start year. This data represents vacancies, it does not represent final numbers of pupils who start in any given year.

2022/23	321 ¹²	N/A
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Chancery

Financial Year (Pupillage Start Date)	Positions Advertised	Increase/decrease on previous year
2016/17	63	n/a
2017/18	73	+15.9%
2018/19	73	0.00%
2019/20	67	-8.2%
2020/21	71	+6.0%
2021/22	89	+25.4%
2022/23	78 ¹³	N/A

Commercial

Financial Year (Pupillage Start Date)	Positions Advertised	Increase/decrease on previous year
2016/17	99	n/a
2017/18	109	+10.1%
2018/19	118	+8.3%
2019/20	108	-8.5%
2020/21	108	0.00%
2021/22	133	+23.2%
2022/23	120 ¹⁴	N/A

Crime

¹² This does not show final data for pupillages advertised for 2022/23, as there are a number of AETOs who only advertise six months' ahead of the advertised pupillage start date.

¹³ See footnote 11.

¹⁴ See footnote 11.

Financial Year (Pupillage Start Date)	Positions Advertised	Increase/decrease on previous year
2016/17	84	n/a
2017/18	77	-8.3%
2018/19	82	+6.5%
2019/20	101	+23.2%
2020/21	80	-20.8%
2021/22	106	+32.5%
2022/23	77 ¹⁵	N/A

Family

Financial Year (Pupillage Start Date)	Positions Advertised	Increase/decrease on previous year
2016/17	87	n/a
2017/18	82	-5.8%
2018/19	82	0.00%
2019/20	101	+23.2%
2020/21	88	-12.9%
2021/22	118	+34.1%
2022/23	69 ¹⁶	N/A

General Civil

Financial Year (Pupillage Start Date)	Positions Advertised	Increase/decrease on previous year
2016/17	108	n/a
2017/18	121	+12.0%
2018/19	108	-10.7%
2019/20	130	+20.4%
2020/21	114	-12.3%

¹⁵ See footnote 11.

¹⁶ See footnote 11.

2021/22	137	+20.2%
2022/23	110 ¹⁷	N/A

Mixed Practice

Financial Year (Pupillage Start Date)	Positions Advertised	Increase/decrease on previous year
2016/17	105	n/a
2017/18	111	+5.7%
2018/19	105	-5.4%
2019/20	118	+12.4%
2020/21	99	-16.1%
2021/22	125	+26.3%
2022/23	95 ¹⁸	N/A

Pupillage Vacancies by Circuit

Financial Year (Pupillage Start Date)	European	London	Midland	North-Eastern	Northern	South-Eastern	W&C	Western
2016/17	1	297	33	23	32	39	15	19
2017/18	2	331	18	33	36	40	15	22
2018/19	1	291	38	29	50	46	19	20
2019/20	1	290	42	32	41	50	6	28
2020/21	0	258	29	22	41	42	5	24
2021/22	0	257	25	25	50	51	13	32
2022/23 ¹⁹	0	221	13	11	18	47	2	9

¹⁷ See footnote 11.

¹⁸ See footnote 11.

¹⁹ See footnote 11.

Section A2: Average pupillage award across practice areas

7. The average pupillage award advertised across different practice areas has remained relatively stable over the last six years.

8. In 2019, the pupillage award was raised from a minimum of £12,000, to the wages recommended by the Living Wage Foundation.²⁰ This increases year on year.

Chancery

	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Median	£40000 - 49999	£50000 - 59999	£50000 - 59999	£40000 - 49999	£50000 - 59999	£50000 - 59999

Commercial

	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Median	£60000-100000	£60000-100000	£60000-100000	£60000-100000	£60000-100000	£60000-100000

Crime

	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Median	£20000 - 29999	£20000 - 29999	£20000 - 29999	£20000 - 29999	£20000 - 29999	£20000 - 29999

Family

	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Median	£12000 - 19999	£12000 - 19999	£20000 - 29999	£12000 - 19999	£20000 - 29999	£20000 - 29999

General Civil

²⁰ Bar Standards Board, '[BSB agrees further key elements for the future of Bar training](#)'.

	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Median	£40000 - 49999	£40000 - 49999	£40000 - 49999	£30000 - 39999	£50000 - 59999	£40000 - 49999

Mixed Practice

	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
Median	£30000 - 39999	£30000 - 39999	£30000 - 39999	£30000 - 39999	£40000 - 49999	£40000 - 49999

Section B: Candidates and applications

Summary

- The number of applicants per Pupillage Gateway position has been steadily increasing each year, other than for pupillages starting in 2021/22 (this does not apply to those AETOs who do not use the Pupillage Gateway to recruit).
- The number of unique applicants peaked for pupillages starting in 2021/22 (for those applying to one or more AETO who uses the Pupillage Gateway to recruit).
- The percentage of applicants who have no debt has slightly increased since 2020 and the percentage of applicants with debt of over £60,000 has slightly decreased. Most other percentages have remained stable.

B1: Anticipated levels of debt on completion of pupillage among applicants

Expected Debt Level	Applied ²¹	
None	561	20.2%
Under £10,000	202	7.3%
£10,000 to £19,999	221	8.0%
£20,000 to £29,999	216	7.8%
£30,000 to £39,999	243	8.8%
£40,000 to £49,999	344	12.4%
£50,000 to £59,999	330	11.9%
Over £60,000	345	12.4%
Prefer Not to Say	309	11.2%

²¹ These figures include candidates who applied to those AETOs using the Gateway to recruit, during the recruitment round running between November 2020 and May 2021, in line with the mandatory timetable. These will include candidates who applied for pupillages starting during the financial year 2021/22 and during the financial year 2022/23.

9. This shows that over half of all applicants have debt of £20,000 or more, with over a third having debt of £40,000 or more. The average total debt per adult in the UK is approximately £32,000.²²

B2: Number of applications per pupillage offered

10. This data has limited reliability and comes with several caveats (see [Data notes](#), pp. 2-5). The Bar Council has therefore made limited conclusions on the basis of the available data.

11. This data only relates to those AETOs that use the Pupillage Gateway to facilitate their respective recruitment processes, and the candidates that applied to them through the system. Between November 2020 and May 2021, this translated to 101 AETOs advertising 246 pupillages (of a total of 176 AETOs advertising 406 pupillages).

12. The number of unique applicants per Pupillage Gateway position has been steadily increasing each year. The only exception is the 2021/22 recruitment round, where there was a slight decrease in the average number of applicants compared to the 2020/21 recruitment round. This does not include any AETOs who do not recruit through the Gateway.

13. The total number of applicants per Gateway vacancy for 2022/23 will likely be impacted when next year's adverts are included (i.e., when additional pupillages are recruited in the 2022/23 recruitment round to start in the 2022/23 financial year).

All practice areas²³

Financial Year (Pupillage Start Date)	Average Applicants for each PGW Advert ²⁴	Unique Applicants (PGW)	Number of Applicants per Total number of PGW positions
2016/17	160.3	2324	10.1
2017/18	142.1	2777	10.4
2018/19	141.3	2325	10.9
2019/20	136.1	2604	11.1
2020/21	147.5	2660	11.9

²² UK Debt Service, '[UK Debt Statistics](#)'.

²³ These figures have been aggregated by pupillage start date, as have subsequent tables in this section.

²⁴ Most candidates make multiple applications.

2021/22	130.7	2778	11.2
2022/23	171.7	2697	12.7 ²⁵

Chancery

Financial Year (Pupillage Start Date)	Average Applicants for each PGW Advert	Unique Applicants (PGW)	Number of Applicants per Total number of PGW positions
2016/17	126.9	1054	35.1
2017/18	113.2	1028	30.2
2018/19	114.6	1018	32.8
2019/20	103.6	1104	34.5
2020/21	125.3	1289	30.0
2021/22	102.7	1166	24.3
2022/23	131.9	1662	30.2

Commercial

Financial Year (Pupillage Start Date)	Average Applicants for each PGW Advert	Unique Applicants (PGW)	Number of Applicants per Total number of PGW positions
2016/17	140.6	1253	17.2
2017/18	118.6	1216	16.2
2018/19	112.5	1056	13.5
2019/20	110.8	1214	17.3
2020/21	127.4	1332	16.2
2021/22	115.9	1269	13.5
2022/23	144.4	1619	17.6

Crime

²⁵ Please note that this is partial data and will be impacted by the next round of applications in 2022/23.

Financial Year (Pupillage Start Date)	Average Applicants for each PGW Advert	Unique Applicants (PGW)	Number of Applicants per Total number of PGW positions
2016/17	175.1	1599	25.8
2017/18	171.2	1391	27.8
2018/19	165.7	1500	26.8
2019/20	144.0	1616	26.5
2020/21	168.4	1497	27.2
2021/22	148.8	1680	28.5
2022/23	201.3	1903	34.0

Family

Financial Year (Pupillage Start Date)	Average Applicants for each PGW Advert	Unique Applicants (PGW)	Number of Applicants per Total number of PGW positions
2016/17	177.4	1677	27.5
2017/18	163.7	1553	33.8
2018/19	146.4	1506	34.2
2019/20	131.0	1673	27.0
2020/21	142.7	1798	29.5
2021/22	124.8	1789	25.9
2022/23	211.0	1866	40.6

General Civil

Financial Year (Pupillage Start Date)	Average Applicants for each PGW Advert	Unique Applicants (PGW)	Number of Applicants per Total number of PGW positions
2016/17	195.9	1802	23.1
2017/18	153.4	1830	22.0
2018/19	161.1	1717	24.9
2019/20	144.3	1888	23.6
2020/21	165.8	1907	23.5

2021/22	146.8	2023	22.0
2022/23	200.7	2336	27.2

Mixed Practice

Financial Year (Pupillage Start Date)	Average Applicants for each PGW Advert	Unique Applicants (PGW)	Number of Applicants per Total number of PGW positions
2016/17	181.4	1828	23.1
2017/18	166.9	2001	23.8
2018/19	159.5	1877	24.7
2019/20	161.5	2144	24.9
2020/21	167.3	1967	24.6
2021/22	143.4	2191	24.9
2022/23	219.7	2314	29.7

Section C: Outcomes

Summary

- We have not included data sets here for protected characteristics or indicators of socio-economic background²⁶ where 50 per cent or more have answered 'Prefer not to say'.
- These figures include candidates who applied during the recruitment round running between November 2020 and May 2021, in line with the mandatory timetable. These will include candidates who applied for pupillages to start during the financial year 2021/22 and during the financial year 2022/23.
- Limited conclusions can be made from this data, as we have not controlled for e.g., higher education institution, degree class, or BPTC grade (see [Data notes](#), pp. 2-5).²⁷ In general:
 - A higher proportion of men than women received an offer of pupillage.
 - White (British/English/Welsh/Northern Irish/Scottish) candidates disproportionately secured pupillage compared to candidates from ethnic minorities.
 - Applicants without a disability were slightly more likely to receive an offer of pupillage than applicants with a disability
 - Applicants from lower socio-economic backgrounds were less likely to receive an offer of pupillage (using parental occupation or free school meals as a metric).
- Not studying law at university is not a disadvantage to potential applicants.
- Candidates with a first-class degree *or* Outstanding at BPTC-level were more likely to receive an offer than those without.
- Applicants with a scholarship were significantly more likely to receive an offer of pupillage.

²⁶ Social Mobility Commission, Toolkit, <https://socialmobilityworks.org/toolkit/measurement/>

²⁷ The Bar Council will consider further statistical analysis on protected characteristics, socio-economic characteristics, and other contributing factors in future reports, but this is beyond the scope of this report.

- Candidates are most likely to be successful after completing one to three rounds of pupillage applications

Section C1: Number of years applied

14. The largest single tranche of applicants is those who are applying for the first time. Amongst this group about 1 in 20 receive an offer. For those applying for the second, third, or fourth time, the prospects of securing an offer are about 1 in 10. The success rate then falls again so that those applying for the fifth time have only a 1 in 20 chance of securing an offer.

15. It is not easy to be certain about the true explanation for these figures. It might be that those who reapply use the year (or more since their first application) to improve their qualifications. It may be that they become better at the application process. Or it may be that are better able to pitch their applications at AETOs who are likely to accept them.

Year applying ²⁸	Applicants	Applicants Reaching an "Offer" Stage	Likelihood of Reaching an "Offer" Stage
1 st	1219	70	5.7%
2 nd	674	74	11.0%
3 rd	440	42	9.5%
4 th	194	19	9.8%
5 th	160	8	5.0%
6 th ²⁹	64	1	1.6%
7 th ³⁰	27	0	0.0%

Section C2: Practice areas

²⁸ Please note that candidates have been aggregated by recruitment round, so only covers candidates applying to AETOs using the Pupillage Gateway to recruit (i.e., those who applied between November 2020 and May 2021). These candidates may have been applying for pupillages starting in 2021/22 or 2022/23.

²⁹ Please note that candidates must normally secure pupillage no later than 5 years after completing the vocational component, but the BSB does allocate waivers in certain circumstances.

³⁰ See above.

16. This report does not address variation in success of application by area of practice, as data limitations make this information unreliable.³¹

Section C3: Protected characteristics

17. Where there are fewer than five respondents in any given group, this has been suppressed to prevent identification.³²

18. Limited conclusions can be made from this data, as we have not controlled for e.g., higher education institution, degree class, or BPTC grade.³³

19. Across all practice areas, fewer men applied for pupillage than women. Of those applicants who stated their gender:

19.1. 38.0 per cent were men and 57.5 per cent were women; and

19.2. 42.9 per cent were men and 52.1 per cent were women.

20. A higher proportion of men received an offer of pupillage across different practice areas:

20.1. 8.8 per cent of men received offers compared to 7.1 per cent of women across all practice areas

20.2. In Chancery, 4.7 per cent of men received offers compared to 3.0 per cent of women

20.3. In commercial, 5.7 per cent of men received offers compared to 3.5 per cent of women

20.4. In crime, 4.7 per cent of men received offers compared to 3.4 per cent of women

20.5. In family, 5.0 per cent of men received offers compared to 3.4 per cent of women

20.6. In general civil practice, 4.7 per cent of men received offers compared to 3.9%

³¹ Some AETOs opted to appear in more than one practice area, thus making success rates across different practice areas difficult to measure. See data note 2 on page 4 for further information.

³² There are instances where either higher numbers or 0 may be suppressed where numbers less than 5 may otherwise be identifiable.

³³ The Bar Council will consider further statistical analysis on protected characteristics, socio-economic characteristics, and other contributing factors in future reports, but this is beyond the scope of this report.

- 20.7. In mixed practice, 3.9 per cent of men received offers compared to 3.7 per cent of women
21. Across all practice areas, 46.8 per cent of applicants identified their ethnicity as white (British/English/Welsh/Northern Irish/Scottish). Of those candidates to whom an offer was made, 60.8 per cent fell in this category.
- 21.1. 10.2 per cent of all white (British/English/Welsh/Northern Irish/Scottish) candidates received an offer of pupillage, compared to 4.3 per cent of ethnic minority candidates
- 21.2. In Chancery, 4.3 per cent of white (British/English/Welsh/Northern Irish/Scottish) candidates received an offer of pupillage, compared to 3.1 per cent of ethnic minority candidates
- 21.3. In commercial, 5.1 per cent of white (British/English/Welsh/Northern Irish/Scottish) candidates received an offer of pupillage, compared to 4.0 per cent of ethnic minority candidates
- 21.4. In crime, 4.9 per cent of white (British/English/Welsh/Northern Irish/Scottish) candidates received an offer of pupillage, compared to 3.1 per cent of ethnic minority candidates
- 21.5. In family, 5.8 per cent of white (British/English/Welsh/Northern Irish/Scottish) candidates received an offer of pupillage, compared to 2.1 per cent of ethnic minority candidates
- 21.6. In general civil practice, 5.4 per cent of white (British/English/Welsh/Northern Irish/Scottish) candidates received an offer of pupillage, compared to 3.1 per cent of ethnic minority candidates
- 21.7. In mixed practice, 5.2 per cent of white (British/English/Welsh/Northern Irish/Scottish) candidates received an offer of pupillage, compared to 2.4 per cent of ethnic minority candidates
22. When looking at ethnic groups across all practice areas, white candidates are most likely to achieve pupillage (8.9 per cent), followed by Asian or Asian British (5.4 per cent), mixed or multiple ethnicities (5.0 per cent), and Black/African/Caribbean/Black British (2.5 per cent).³⁴
23. Across all practice areas, 9.9 per cent of applicants said they had a disability and 82.2 per cent said they did not have a disability.

³⁴ This does obscure disparities within ethnic groups.

- 23.1. 7.3 per cent of applicants with a disability received offers compared to 8.1 per cent of applicants without a disability across all practice areas
- 23.2. In Chancery, 2.3 per cent of applicants with a disability received offers compared to 3.9 per cent of applicants without a disability
- 23.3. In commercial, 1.9 per cent of applicants with a disability received offers compared to 4.8 per cent of applicants without a disability
- 23.4. In crime, 5.2 per cent of applicants with a disability received offers compared to 4.0 per cent of applicants without a disability
- 23.5. In family, 4.6 per cent of applicants with a disability received offers compared to 4.2 per cent of applicants without a disability
- 23.6. In general civil practice, 4.9 per cent of applicants with a disability received offers compared to 4.3 per cent of applicants without a disability
- 23.7. In mixed practice, 5.2 per cent of applicants with a disability received offers compared to 3.8 per cent of applicants without a disability.
24. Across all practice areas, 11.0% of candidates identified as lesbian, gay, bisexual or another non-heterosexual term, and 78.5 per cent of candidates identified as heterosexual.
- 24.1. Out of all applicants, 75.1 per cent of heterosexual candidates obtained an offer of pupillage, compared to approximately 15.6 per cent of lesbian, gay, bisexual or other non-heterosexual sexualities.

*All candidates*³⁵

Age	Applied	First Round	Second Round	Offer Made	Age	Applied	First Round	Second Round	Offer Made
16 to 21	50	6	<5	<5	16 to 21	1.8%	0.5%	<1.0%	<2.3%

³⁵ Please note that candidates have been aggregated by recruitment round, so only covers candidates applying to AETOs using the Pupillage Gateway to recruit (i.e., those who applied between November 2020 and May 2021). These candidates may have been applying for pupillages starting in 2021/22 or 2022/23. This applies to all subsequent tables in this section.

22 to 24	829	307	133	62
25 to 34	1386	679	326	141
35 to 44	237	86	29	7
45 to 54	82	24	<5	<5
55 to 64	20	<5	<5	<5
65+	5	<5	0	<5
Prefer Not To Say	162	60	26	5

22 to 24	29.9%	26.3%	25.6%	28.6%
25 to 34	50.0%	58.2%	62.7%	65.0%
35 to 44	8.6%	7.4%	5.6%	3.2%
45 to 54	3.0%	2.1%	<1.0%	<2.3%
55 to 64	0.7%	<0.4%	<1.0%	<2.3%
65+	0.2%	<0.4%	0.0%	<2.3%
Prefer Not To Say	5.8%	5.1%	5.0%	2.3%

Gender	Applied	First Round	Second Round	Offer Made
Male	1053	480	207	93
Female	1592	628	283	113
Prefer Not To Say	126	59	30	11

Gender	Applied	First Round	Second Round	Offer Made
Male	38.0%	41.1%	39.8%	42.9%
Female	57.5%	53.8%	54.4%	52.1%
Prefer Not To Say	4.5%	5.1%	5.8%	5.1%

Current Identity Assigned at Birth	Applied	First Round	Second Round	Offer Made
No	7	<80	<40	0
Yes	2604	1089	484	205
Prefer Not To Say	160	<80	<40	12

Current Identity Assigned at Birth	Applied	First Round	Second Round	Offer Made
No	0.3%	<6.9%	<7.7%	0.0%
Yes	94.0%	93.3%	93.1%	94.5%
Prefer Not To Say	5.8%	<6.9%	<7.7%	5.5%

Ethnicity	Applied	First Round	Second Round	Offer Made
White - British/English/Welsh/Northern Irish/Scottish	1300	651	307	132
White - Irish	37	24	12	5
White - Gypsy or Irish Traveller	<5	<5	<5	<5

Ethnicity	Applied	First Round	Second Round	Offer Made
White - British/English/Welsh/Northern Irish/Scottish	46.9%	55.8%	59.0%	60.8%
White - Irish	1.3%	2.1%	2.3%	2.3%
White - Gypsy or Irish Traveller	<0.2%	<0.4%	<1.0%	<2.3%

White - Any other white background	229	111	47	<5
Mixed - White and Black Caribbean	14	14	9	<5
Mixed - White and Black African	154	6	<5	<5
Mixed - White and Asian	52	20	11	7
Mixed - White and Chinese	<5	<5	<5	0
Mixed - Any other Mixed/Multiple Ethnic Background	77	28	7	<5
Asian or Asian British - Indian	149	53	25	12
Asian or Asian British - Pakistani	159	42	11	6
Asian or Asian British - Chinese	80	20	8	6
Asian or Asian British - Bangladeshi	48	11	<5	0
Asian or Asian British - Other Asian Background	81	16	10	<5
Black/African/Caribbean/Black - African	154	36	10	<5
Black/African/Caribbean/Black British - Caribbean	69	22	6	<5
Black/African/Caribbean/Black - Any other Black Background	16	6	<5	0
Arab	26	8	<5	0
Other Ethnic Group	27	22	37	<5
Prefer Not To Say	180	74	37	13

White - Any other white background	8.3%	9.5%	9.0%	<2.3%
Mixed - White and Black Caribbean	0.5%	1.2%	1.7%	<2.3%
Mixed - White and Black African	5.6%	0.5%	<0.9%	<2.3%
Mixed - White and Asian	1.9%	1.7%	2.1%	3.2%
Mixed - White and Chinese	<0.2%	<0.4%	<0.9%	0.0%
Mixed - Any other Mixed/Multiple Ethnic Background	2.8%	2.4%	1.3%	<2.3%
Asian or Asian British - Indian	5.4%	4.5%	4.8%	5.5%
Asian or Asian British - Pakistani	5.7%	3.6%	2.1%	2.8%
Asian or Asian British - Chinese	2.9%	1.7%	1.5%	2.8%
Asian or Asian British - Bangladeshi	1.7%	0.9%	<0.9%	0.0%
Asian or Asian British - Other Asian Background	2.9%	1.4%	1.9%	<2.3%
Black/African/Caribbean/Black - African	5.6%	3.1%	1.9%	<2.3%
Black/African/Caribbean/Black British - Caribbean	2.5%	1.9%	1.2%	<2.3%
Black/African/Caribbean/Black - Any other Black Background	0.6%	0.5%	<0.9%	0.0%
Arab	0.9%	0.7%	<0.9%	0.0%
Other Ethnic Group	1.0%	1.9%	7.1%	<2.3%
Prefer Not To Say	6.5%	6.3%	7.1%	6.0%

Religion or Belief	Applied	First Round	Second Round	Offer Made
Agnostic	127	74	42	18

Religion or Belief	Applied	First Round	Second Round	Offer Made
Agnostic	4.6%	6.3%	8.1%	8.3%

Buddhist	34	6	<5	<5
Christian	890	344	136	62
Hindu	79	23	10	<5
Jewish	44	26	7	<5
Muslim	294	76	21	7
Sikh	41	11	<5	<5
No Religion	866	435	222	93
Other	49	20	8	5
Prefer Not To Say	347	152	67	22

Buddhist	1.2%	0.5%	<1.0%	<2.3%
Christian	32.1%	29.5%	26.2%	28.6%
Hindu	2.9%	2.0%	1.9%	<2.3%
Jewish	1.6%	2.2%	1.3%	<2.3%
Muslim	10.6%	6.5%	4.0%	3.2%
Sikh	1.5%	0.9%	<1.0%	<2.3%
No Religion	31.3%	37.3%	42.7%	42.9%
Other	1.8%	1.7%	1.5%	2.3%
Prefer Not To Say	12.5%	13.0%	12.9%	10.1%

Disability	Applied	First Round	Second Round	Offer Made
Yes	274	132	57	20
No	2277	941	420	185
Prefer Not To Say	220	132	43	12

Disability	Applied	First Round	Second Round	Offer Made
Yes	9.9%	11.3%	11.0%	9.2%
No	82.2%	80.6%	80.8%	85.3%
Prefer Not To Say	7.9%	11.3%	8.3%	5.5%

Sexual Orientation	Applied	First Round	Second Round	Offer Made
Bisexual	180	95	38	17
Gay Man	75	42	16	7
Gay Woman/Lesbian	28	15	9	5
Heterosexual	2176	864	380	163
Prefer Not To Say	291	139	69	22
Prefer to use another term	21	12	8	<5

Sexual Orientation	Applied	First Round	Second Round	Offer Made
Bisexual	6.5%	8.1%	7.3%	7.8%
Gay Man	2.7%	3.6%	3.1%	3.2%
Gay Woman/Lesbian	1.0%	1.3%	1.7%	2.3%
Heterosexual	78.5%	74.0%	73.1%	75.1%
Prefer Not To Say	10.5%	11.9%	13.3%	10.1%
Prefer to use another term	0.8%	1.0%	1.5%	<2.3%

Chancery

Age	Applied	First Round	Second Round	Offer Made
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Age	Applied	First Round	Second Round	Offer Made
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16 to 21	33	<5	<5	0
22 to 24	511	121	41	24
25 to 34	842	203	64	34
35 to 44	141	26	8	<5
45 to 54	45	9	<5	0
55 to 64	<15	<5	<5	0
65+	<15	0	<5	0
Prefer Not To Say	102	23	11	<5

16 to 21	2.0%	<1.3%	<4.0%	0.0%
22 to 24	30.3%	31.2%	32.8%	38.7%
25 to 34	49.9%	52.3%	51.2%	54.8%
35 to 44	8.3%	6.7%	6.4%	<8.1%
45 to 54	2.7%	2.3%	<4.0%	0.0%
55 to 64	<0.9%	<1.3%	<4.0%	0.0%
65+	<0.9%	0.0%	<4.0%	0.0%
Prefer Not To Say	6.0%	5.9%	8.8%	<8.1%

Gender	Applied	First Round	Second Round	Offer Made
Male	678	190	65	32
Female	925	173	50	28
Prefer Not To Say	86	25	10	<5

Gender	Applied	First Round	Second Round	Offer Made
Male	40.1%	49.0%	52.0%	51.6%
Female	54.7%	44.6%	40.0%	45.2%
Prefer Not To Say	5.1%	6.4%	8.0%	<8.1%

Current Identity Assigned at Birth	Applied	First Round	Second Round	Offer Made
No	<115	<35	0	0
Yes	1571	355	111	59
Prefer Not To Say	<115	<35	14	<5

Current Identity Assigned at Birth	Applied	First Round	Second Round	Offer Made
No	<6.8%	<9.0%	0.0%	0.0%
Yes	93.0%	91.5%	88.8%	95.2%
Prefer Not To Say	<6.8%	<9.0%	11.2%	<8.1%

Ethnicity	Applied	First Round	Second Round	Offer Made
White - British/English/Welsh/Northern Irish/Scottish	818	224	68	35
White - Irish	22	7	<5	<5
White - Gypsy or Irish Traveller	<5	<5	<5	0

Ethnicity	Applied	First Round	Second Round	Offer Made
White - British/English/Welsh/Northern Irish/Scottish	48.4%	57.7%	54.4%	56.5%
White - Irish	1.3%	1.8%	<4.0%	<8.1%
White - Gypsy or Irish Traveller	<0.3%	<1.3%	<4.0%	0.0%

White - Any other white background	125	26	7	5
Mixed - White and Black Caribbean	19	<5	<5	<5
Mixed - White and Black African	8	<5	<5	<5
Mixed - White and Asian	30	7	<5	<5
Mixed - White and Chinese	<5	0	0	0
Mixed - Any other Mixed/Multiple Ethnic Background	46	10	<5	0
Asian or Asian British - Indian	88	18	7	5
Asian or Asian British - Pakistani	102	17	<5	<5
Asian or Asian British - Chinese	51	12	<5	<5
Asian or Asian British - Bangladeshi	25	<5	0	0
Asian or Asian British - Other Asian Background	45	5	<5	<5
Black/African/Caribbean/Black - African	84	7	<5	0
Black/African/Caribbean/Black British - Caribbean	36	<5	<5	<5
Black/African/Caribbean/Black - Any other Black Background	9	0	0	0
Arab	17	<5	<5	0
Other Ethnic Group	39	6	<5	<5
Prefer Not To Say	121	32	15	<5

White - Any other white background	7.4%	6.7%	5.6%	8.1%
Mixed - White and Black Caribbean	1.1%	<1.3%	<4.0%	<8.1%
Mixed - White and Black African	0.5%	<1.3%	<4.0%	<8.1%
Mixed - White and Asian	1.8%	1.8%	<4.0%	<8.1%
Mixed - White and Chinese	<0.3%	0.0%	0.0%	0.0%
Mixed - Any other Mixed/Multiple Ethnic Background	2.7%	2.6%	<4.0%	0.0%
Asian or Asian British - Indian	5.2%	4.6%	5.6%	8.1%
Asian or Asian British - Pakistani	6.0%	4.4%	<4.0%	<8.1%
Asian or Asian British - Chinese	3.0%	3.1%	<4.0%	<8.1%
Asian or Asian British - Bangladeshi	1.5%	<1.3%	0.0%	0.0%
Asian or Asian British - Other Asian Background	2.7%	1.3%	<4.0%	<8.1%
Black/African/Caribbean/Black - African	5.0%	1.8%	<4.0%	0.0%
Black/African/Caribbean/Black British - Caribbean	2.1%	<1.3%	<4.0%	<8.1%
Black/African/Caribbean/Black - Any other Black Background	0.5%	0.0%	0.0%	0.0%
Arab	1.0%	<1.3%	<4.0%	0.0%
Other Ethnic Group	2.3%	1.5%	<4.0%	<8.1%
Prefer Not To Say	7.2%	8.2%	12.0%	<8.1%

Religion or Belief	Applied	First Round	Second Round	Offer Made
Agnostic	78	28	8	<5
Buddhist	22	<5	<5	<5

Religion or Belief	Applied	First Round	Second Round	Offer Made
Agnostic	4.6%	7.2%	6.4%	<8.1%
Buddhist	1.3%	<1.3%	<4.0%	<8.1%

Christian	539	105	34	23
Hindu	48	8	<5	<5
Jewish	26	6	<5	0
Muslim	180	26	7	<5
Sikh	20	<5	0	0
No Religion	515	140	43	21
Other	29	5	<5	<5
Prefer Not To Say	232	64	26	8

Christian	31.9%	27.1%	27.2%	37.1%
Hindu	2.8%	2.1%	<4.0%	<8.1%
Jewish	1.5%	1.5%	<4.0%	0.0%
Muslim	10.7%	6.7%	5.6%	0.0%
Sikh	1.2%	<1.3%	0.0%	0.0%
No Religion	30.5%	36.1%	34.4%	33.9%
Other	1.7%	1.3%	<4.0%	<8.1%
Prefer Not To Say	13.7%	16.5%	20.8%	12.9%

Disability	Applied	First Round	Second Round	Offer Made
Yes	175	45	10	<5
No	1370	310	101	54
Prefer Not To Say	144	33	14	<5

Disability	Applied	First Round	Second Round	Offer Made
Yes	10.4%	11.5%	8.0%	<8.1%
No	81.1%	79.9%	80.8%	87.1%
Prefer Not To Say	8.5%	8.5%	11.2%	<8.1%

Sexual Orientation	Applied	First Round	Second Round	Offer Made
Bisexual	111	33	6	5
Gay Man	47	16	5	<5
Gay Woman/Lesbian	17	<10	<5	<5
Heterosexual	1310	273	87	44
Prefer Not To Say	187	57	26	8
Prefer to use another term	17	<10	<5	<5

Sexual Orientation	Applied	First Round	Second Round	Offer Made
Bisexual	6.6%	8.5%	4.8%	8.1%
Gay Man	2.8%	4.1%	4.0%	<8.1%
Gay Woman/Lesbian	1.0%	<2.6%	<4.0%	<8.1%
Heterosexual	77.6%	70.4%	69.6%	71.0%
Prefer Not To Say	11.1%	14.7%	20.8%	12.9%
Prefer to use another term	1.0%	<2.6%	<4.0%	<8.1%

Commercial

Age	Applied	First Round	Second Round	Offer Made
16 to 21	29	<5	<5	0

Age	Applied	First Round	Second Round	Offer Made
16 to 21	1.9%	<1.1%	<3.0%	0.0%

22 to 24	427	134	51	26
25 to 34	779	250	93	41
35 to 44	138	29	6	<5
45 to 54	45	5	<5	0
55 to 64	<15	<5	<5	0
65+	<15	0	<5	0
Prefer Not To Say	102	32	13	<5

22 to 24	27.8%	29.5%	31.1%	37.1%
25 to 34	50.7%	54.9%	56.7%	58.6%
35 to 44	9.0%	6.4%	3.7%	<7.1%
45 to 54	2.9%	1.1%	<3.0%	0.0%
55 to 64	<0.9%	<1.1%	<3.0%	0.0%
65+	<0.9%	0.0%	<3.0%	0.0%
Prefer Not To Say	6.6%	7.0%	7.9%	<7.1%

Gender	Applied	First Round	Second Round	Offer Made
Male	632	217	85	36
Female	819	206	65	29
Prefer Not To Say	84	32	14	5

Gender	Applied	First Round	Second Round	Offer Made
Male	41.2%	47.7%	51.8%	51.4%
Female	53.3%	45.3%	39.6%	41.4%
Prefer Not To Say	5.5%	7.0%	8.5%	7.1%

Current Identity Assigned at Birth	Applied	First Round	Second Round	Offer Made
No	<110	<40	0	0
Yes	1423	414	146	63
Prefer Not To Say	<110	<40	18	7

Current Identity Assigned at Birth	Applied	First Round	Second Round	Offer Made
No	<7.2%	<8.8%	0.0%	0.0%
Yes	92.7%	91.0%	89.0%	90.0%
Prefer Not To Say	<7.2%	<8.8%	11.0%	10.0%

Ethnicity	Applied	First Round	Second Round	Offer Made
White - British/English/Welsh/Northern Irish/Scottish	706	243	88	36
White - Irish	22	12	5	<5
White - Gypsy or Irish Traveller	<5	<5	<5	0
White - Any other white background	134	37	11	6
Mixed - White and Black Caribbean	14	5	<5	<5
Mixed - White and Black African	6	<5	<5	<5

Ethnicity	Applied	First Round	Second Round	Offer Made
White - British/English/Welsh/Northern Irish/Scottish	46.0%	53.4%	53.7%	51.4%
White - Irish	1.4%	2.6%	3.0%	<7.1%
White - Gypsy or Irish Traveller	<0.3%	<1.1%	<3.0%	0.0%
White - Any other white background	8.7%	8.1%	6.7%	8.6%
Mixed - White and Black Caribbean	0.9%	1.1%	<3.0%	<7.1%
Mixed - White and Black African	0.4%	<1.1%	<3.0%	<7.1%

Mixed - White and Asian	25	9	<5	<5
Mixed - White and Chinese	<5	0	0	0
Mixed - Any other Mixed/Multiple Ethnic Background	44	12	<5	<5
Asian or Asian British - Indian	90	23	10	<5
Asian or Asian British - Pakistani	84	19	<5	<5
Asian or Asian British - Chinese	48	14	6	<5
Asian or Asian British - Bangladeshi	21	<5	0	0
Asian or Asian British - Other Asian Background	45	5	<5	<5
Black/African/Caribbean/Black - African	76	11	<5	<5
Black/African/Caribbean/Black British - Caribbean	31	5	<5	<5
Black/African/Caribbean/Black - Any other Black Background	9	<5	0	0
Arab	17	5	<5	0
Other Ethnic Group	40	40	<5	<5
Prefer Not To Say	120	46	18	6

Mixed - White and Asian	1.6%	2.0%	<3.0%	<7.1%
Mixed - White and Chinese	<0.3%	0.0%	0.0%	0.0%
Mixed - Any other Mixed/Multiple Ethnic Background	2.9%	2.6%	<3.0%	<7.1%
Asian or Asian British - Indian	5.9%	5.1%	6.1%	<7.1%
Asian or Asian British - Pakistani	5.5%	4.2%	<3.0%	<7.1%
Asian or Asian British - Chinese	3.1%	3.1%	3.7%	<7.1%
Asian or Asian British - Bangladeshi	1.4%	<1.1%	0.0%	0.0%
Asian or Asian British - Other Asian Background	2.9%	1.1%	<3.0%	<7.1%
Black/African/Caribbean/Black - African	5.0%	2.4%	<3.0%	<7.1%
Black/African/Caribbean/Black British - Caribbean	2.0%	1.1%	<3.0%	<7.1%
Black/African/Caribbean/Black - Any other Black Background	0.6%	<1.1%	0.0%	0.0%
Arab	1.1%	1.1%	<3.0%	0.0%
Other Ethnic Group	2.6%	8.8%	<3.0%	<7.1%
Prefer Not To Say	7.8%	10.1%	11.0%	8.6%

Religion or Belief	Applied	First Round	Second Round	Offer Made
Agnostic	72	32	15	5
Buddhist	22	<5	<5	<5
Christian	471	116	41	23
Hindu	52	11	<5	<5
Jewish	27	8	<5	<5
Muslim	154	30	8	<5
Sikh	22	<5	0	0
No Religion	463	171	63	26
Other	30	7	<5	<5

Religion or Belief	Applied	First Round	Second Round	Offer Made
Agnostic	4.7%	7.0%	9.1%	7.1%
Buddhist	1.4%	<1.1%	<3.0%	<7.1%
Christian	30.7%	25.5%	25.0%	32.9%
Hindu	3.4%	2.4%	<3.0%	<7.1%
Jewish	1.8%	1.8%	<3.0%	<7.1%
Muslim	10.0%	6.6%	4.9%	<7.1%
Sikh	1.4%	<1.1%	0.0%	0.0%
No Religion	30.2%	37.6%	38.4%	37.1%
Other	2.0%	1.5%	<3.0%	<7.1%

Prefer Not To Say	222	73	28	11
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Prefer Not To Say	14.5%	16.0%	17.1%	15.7%
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Disability	Applied	First Round	Second Round	Offer Made
Yes	156	42	11	<10
No	1248	372	133	60
Prefer Not To Say	131	41	20	<10

Disability	Applied	First Round	Second Round	Offer Made
Yes	10%	9.2%	6.7%	<14.3%
No	81%	81.8%	81.1%	85.7%
Prefer Not To Say	9%	9.0%	12.2%	<14.3%

Sexual Orientation	Applied	First Round	Second Round	Offer Made
Bisexual	113	41	8	5
Gay Man	43	18	6	<5
Gay Woman/Lesbian	15	<5	<5	<5
Heterosexual	1162	324	116	48
Prefer Not To Say	187	64	31	13
Prefer to use another term	15	6	<5	<5

Sexual Orientation	Applied	First Round	Second Round	Offer Made
Bisexual	7.4%	9.0%	4.9%	7.1%
Gay Man	2.8%	4.0%	3.7%	<7.1%
Gay Woman/Lesbian	1.0%	<1.1%	<3.0%	<7.1%
Heterosexual	75.7%	71.2%	70.7%	68.6%
Prefer Not To Say	12.2%	14.1%	18.9%	18.6%
Prefer to use another term	1.0%	1.3%	<3.0%	<7.1%

Crime

Age	Applied	First Round	Second Round	Offer Made
16 to 21	38	<5	<5	0
22 to 24	610	117	41	20
25 to 34	1035	297	133	55
35 to 44	171	37	12	<5
45 to 54	54	9	<5	<5
55 to 64	<15	0	<5	0
65+	<15	<5	<5	0
Prefer Not To Say	100	20	8	<5

Age	Applied	First Round	Second Round	Offer Made
16 to 21	1.9%	<1.0%	<2.6%	0.0%
22 to 24	30.1%	24.2%	21.0%	25.0%
25 to 34	51.1%	61.4%	68.2%	68.8%
35 to 44	8.4%	7.6%	6.2%	<6.25%
45 to 54	2.7%	1.9%	<2.6%	<6.25%
55 to 64	<0.7%	0.0%	<2.6%	0.0%
65+	<0.7%	<1.0%	<2.6%	0.0%
Prefer Not To Say	4.9%	4.1%	4.1%	<6.3%

Gender	Applied	First Round	Second Round	Offer Made
Male	752	182	73	35
Female	1196	282	113	41
Prefer Not To Say	79	20	9	<5

Gender	Applied	First Round	Second Round	Offer Made
Male	37.1%	37.6%	37.4%	43.8%
Female	59.0%	58.3%	57.9%	51%
Prefer Not To Say	3.9%	4.1%	4.6%	<6.3%

Current Identity Assigned at Birth	Applied	First Round	Second Round	Offer Made
No	7	<25	0	<5
Yes	1922	461	187	76
Prefer Not To Say	98	<25	8	<5

Current Identity Assigned at Birth	Applied	First Round	Second Round	Offer Made
No	0.3%	<5.2%	0.0%	<6.3%
Yes	94.8%	95.2%	95.9%	95.0%
Prefer Not To Say	4.8%	<5.2%	4.1%	<6.3%

Ethnicity	Applied	First Round	Second Round	Offer Made
White - British/English/Welsh/Northern Irish/Scottish	978	284	115	48
White - Irish	30	10	6	<5
White - Gypsy or Irish Traveller	<5	<5	<5	<5
White - Any other white background	163	44	16	6
Mixed - White and Black Caribbean	24	8	5	<5
Mixed - White and Black African	11	<5	0	0
Mixed - White and Asian	44	8	<5	<5
Mixed - White and Chinese	<5	0	0	0
Mixed - Any other Mixed/Multiple Ethnic Background	55	11	5	<5
Asian or Asian British - Indian	101	17	<5	<5
Asian or Asian British - Pakistani	129	18	5	<5
Asian or Asian British - Chinese	50	<5	<5	0
Asian or Asian British - Bangladeshi	30	<5	0	0

Ethnicity	Applied	First Round	Second Round	Offer Made
White - British/English/Welsh/Northern Irish/Scottish	48.2%	58.7%	59.0%	60.0%
White - Irish	1.5%	2.1%	3.1%	<6.3%
White - Gypsy or Irish Traveller	<0.2%	<1.0%	<2.6%	<6.3%
White - Any other white background	8.0%	9.1%	8.2%	7.5%
Mixed - White and Black Caribbean	1.2%	1.7%	2.6%	<6.3%
Mixed - White and Black African	0.5%	<1.0%	0.0%	0.0%
Mixed - White and Asian	2.2%	1.7%	<2.6%	<6.3%
Mixed - White and Chinese	0.2%	0.0%	0.0%	0.0%
Mixed - Any other Mixed/Multiple Ethnic Background	2.7%	2.3%	2.6%	<6.3%
Asian or Asian British - Indian	5.0%	3.5%	4.6%	<6.3%
Asian or Asian British - Pakistani	6.4%	3.7%	2.6%	<6.3%
Asian or Asian British - Chinese	2.5%	<1.0%	<2.6%	0.0%
Asian or Asian British - Bangladeshi	1.5%	<1.0%	0.0%	0.0%

Asian or Asian British - Other Asian Background	58	9	7	<5
Black/African/Caribbean/Black - African	107	15	<5	<5
Black/African/Caribbean/Black British - Caribbean	54	13	<5	0
Black/African/Caribbean/Black - Any other Black Background	13	<5	<5	0
Arab	17	<5	0	0
Other Ethnic Group	45	6	<5	<5
Prefer Not To Say	114	24	10	<5

Asian or Asian British - Other Asian Background	2.9%	1.9%	3.6%	<6.3%
Black/African/Caribbean/Black - African	5.3%	3.1%	<2.6%	<6.3%
Black/African/Caribbean/Black British - Caribbean	2.7%	2.7%	<2.6%	0.0%
Black/African/Caribbean/Black - Any other Black Background	0.6%	<1.0%	<2.6%	0.0%
Arab	0.8%	<1.0%	0.0%	0.0%
Other Ethnic Group	2.2%	1.2%	<2.6%	<6.3%
Prefer Not To Say	5.6%	5.0%	5.1%	<6.3%

Religion or Belief	Applied	First Round	Second Round	Offer Made
Agnostic	97	27	14	7
Buddhist	25	<5	<5	<5
Christian	653	145	47	20
Hindu	50	11	5	<5
Jewish	36	12	<5	<5
Muslim	226	32	7	<5
Sikh	28	<5	<5	<5
No Religion	646	190	95	38
Other	38	9	<5	<5
Prefer Not To Say	228	52	15	5

Religion or Belief	Applied	First Round	Second Round	Offer Made
Agnostic	4.8%	5.6%	7.2%	8.8%
Buddhist	1.2%	<1%	<2.6%	<6.3%
Christian	32.2%	30.0%	24.1%	25.0%
Hindu	2.5%	2.3%	2.6%	<6.3%
Jewish	1.8%	2.5%	<2.6%	<6.3%
Muslim	11.3%	6.6%	3.6%	<6.3%
Sikh	1.4%	<1.0%	<2.6%	<6.3%
No Religion	31.9%	39.3%	48.7%	47.5%
Other	1.9%	1.9%	<2.6%	<6.3%
Prefer Not To Say	11.4%	11.2%	8%	6%

Disability	Applied	First Round	Second Round	Offer Made
Yes	211	57	23	11
No	1667	395	160	67
Prefer Not To Say	149	32	12	<5

Disability	Applied	First Round	Second Round	Offer Made
Yes	10.4%	11.8%	11.8%	13.8%
No	82.2%	81.6%	82.1%	83.8%
Prefer Not To Say	7.4%	6.6%	6.1%	<6.3%

Sexual Orientation	Applied	First Round	Second Round	Offer Made
Bisexual	132	38	15	9
Gay Man	56	20	6	<5
Gay Woman/Lesbian	23	6	<5	<5
Heterosexual	1609	366	154	62
Prefer Not To Say	189	46	15	<5
Prefer to use another term	18	8	<5	0

Sexual Orientation	Applied	First Round	Second Round	Offer Made
Bisexual	6.5%	7.9%	7.7%	11.3%
Gay Man	2.8%	4.1%	3.1%	<6.3%
Gay Woman/Lesbian	1.1%	1.2%	<2.6%	<6.3%
Heterosexual	80.4%	75.6%	79.0%	77.5%
Prefer Not To Say	9.3%	9.5%	7.7%	<6.3%
Prefer to use another term	0.9%	1.7%	<2.6%	0%

Family

Age	Applied	First Round	Second Round	Offer Made
16 to 21	36	<5	0	0
22 to 24	621	120	48	18
25 to 34	1026	271	102	56
35 to 44	163	28	8	<5
45 to 54	45	11	<5	<5
55 to 64	<15	<5	0	0
65+	<15	<5	0	0
Prefer Not To Say	91	15	<5	0

Age	Applied	First Round	Second Round	Offer Made
16 to 21	1.8%	<1.1%	0.0%	0.0%
22 to 24	31.0%	26.8%	29.6%	22.8%
25 to 34	51.3%	60.6%	63.0%	70.9%
35 to 44	8.1%	6.3%	4.9%	<6.3%
45 to 54	2.2%	2.5%	<3.1%	<6.3%
55 to 64	<0.7%	<1.1%	0.0%	0.0%
65+	<0.7%	<1.1%	0.0%	0.0%
Prefer Not To Say	4.5%	3.4%	<3.1%	0.0%

Gender	Applied	First Round	Second Round	Offer Made
Male	738	160	61	37
Female	1188	271	97	40
Prefer Not To Say	75	16	<5	<5
Prefer to use another term	0	0	0	0

Gender	Applied	First Round	Second Round	Offer Made
Male	36.9%	35.8%	37.7%	46.8%
Female	59.4%	60.6%	59.9%	50.6%
Prefer Not To Say	3.7%	3.6%	<3.1%	<6.3%
Prefer to use another term	0.0%	0.0%	0.0%	0.0%

Current Identity Assigned at Birth	Applied	First Round	Second Round	Offer Made
No	5	<20	0	0
Yes	1898	429	158	76
Prefer Not To Say	98	<20	<5	<5

Current Identity Assigned at Birth	Applied	First Round	Second Round	Offer Made
No	0.2%	<4.5%	0.0%	0.0%
Yes	94.9%	96.0%	97.5%	96.2%
Prefer Not To Say	4.9%	<4.5%	<3.1%	<6.3%

Ethnicity	Applied	First Round	Second Round	Offer Made
White - British/English/Welsh/Northern Irish/Scottish	972	269	108	56
White - Irish	28	7	<5	<5
White - Gypsy or Irish Traveller	<5	<5	0	0
White - Any other white background	162	27	10	<5
Mixed - White and Black Caribbean	25	7	<5	<5
Mixed - White and Black African	9	<5	<5	0
Mixed - White and Asian	42	<5	0	0
Mixed - White and Chinese	<5	0	0	0
Mixed - Any other Mixed/Multiple Ethnic Background	50	9	<5	0
Asian or Asian British - Indian	105	18	6	<5
Asian or Asian British - Pakistani	132	26	<5	<5
Asian or Asian British - Chinese	52	5	<5	0
Asian or Asian British - Bangladeshi	34	5	<5	0
Asian or Asian British - Other Asian Background	57	7	5	<5
Black/African/Caribbean/Black - African	105	14	<5	<5
Black/African/Caribbean/Black British - Caribbean	47	9	<5	<5

Ethnicity	Applied	First Round	Second Round	Offer Made
White - British/English/Welsh/Northern Irish/Scottish	48.6%	60.2%	66.7%	70.9%
White - Irish	1.4%	1.6%	<3.1%	<6.3%
White - Gypsy or Irish Traveller	<0.2%	<1.1%	0.0%	0.0%
White - Any other white background	8.1%	6.0%	6.2%	<6.3%
Mixed - White and Black Caribbean	1.2%	1.6%	<3.1%	<6.3%
Mixed - White and Black African	0.4%	<1.1%	<3.1%	0.0%
Mixed - White and Asian	2.1%	<1.1%	0.0%	0.0%
Mixed - White and Chinese	<0.2%	0.0%	0.0%	0.0%
Mixed - Any other Mixed/Multiple Ethnic Background	2.5%	2.0%	<3.1%	0.0%
Asian or Asian British - Indian	5.2%	4.0%	3.7%	<6.3%
Asian or Asian British - Pakistani	6.6%	5.8%	<3.1%	<6.3%
Asian or Asian British - Chinese	2.6%	1.1%	<3.1%	0.0%
Asian or Asian British - Bangladeshi	1.7%	1.1%	<3.1%	0.0%
Asian or Asian British - Other Asian Background	2.8%	1.6%	3.1%	<6.3%
Black/African/Caribbean/Black - African	5.2%	3.1%	<3.1%	<6.3%
Black/African/Caribbean/Black British - Caribbean	2.3%	2.0%	<3.1%	<6.3%

Black/African/Caribbean/Black - Any other Black Background	12	<5	<5	0
Arab	15	<5	<5	0
Other Ethnic Group	42	9	<5	0
Prefer Not To Say	106	20	6	<5

Black/African/Caribbean/Black - Any other Black Background	0.6%	<1.1%	<3.1%	0.0%
Arab	0.7%	<1.1%	<3.1%	0.0%
Other Ethnic Group	2.1%	2.0%	<3.1%	0.0%
Prefer Not To Say	5.3%	4.5%	3.7%	<6.3%

Religion or Belief	Applied	First Round	Second Round	Offer Made
Agnostic	97	27	12	7
Buddhist	25	<10	<5	<5
Christian	644	143	44	23
Hindu	46	<10	<5	0
Jewish	36	<10	<5	0
Muslim	225	40	10	<5
Sikh	34	<10	<5	<5
No Religion	644	165	75	38
Other	35	<10	<5	<5
Prefer Not To Say	215	40	12	5

Religion or Belief	Applied	First Round	Second Round	Offer Made
Agnostic	5%	6%	7%	9%
Buddhist	1%	<2.2%	<3.1%	<6.3%
Christian	32%	32%	27%	29%
Hindu	2%	<2.2%	<3.1%	0%
Jewish	2%	<2.2%	<3.1%	0%
Muslim	11%	9%	6%	<6.3%
Sikh	2%	<2.2%	<3.1%	<6.3%
No Religion	32%	37%	46%	48%
Other	2%	<2.2%	<3.1%	<6.3%
Prefer Not To Say	11%	9%	7%	6%

Disability	Applied	First Round	Second Round	Offer Made
Yes	197	48	18	9
No	1658	396	135	69
Prefer Not To Say	146	30	9	<5

Disability	Applied	First Round	Second Round	Offer Made
Yes	10%	11%	11%	11%
No	83%	89%	83%	87%
Prefer Not To Say	7%	7%	6%	<6.3%

Sexual Orientation	Applied	First Round	Second Round	Offer Made
Bisexual	129	31	8	7
Gay Man	50	13	6	<5
Gay Woman/Lesbian	21	<10	<5	<5

Sexual Orientation	Applied	First Round	Second Round	Offer Made
Bisexual	6%	7%	5%	9%
Gay Man	2%	3%	4%	<6.3%
Gay Woman/Lesbian	1%	<2.2	<3.1%	<6.3%

Heterosexual	1600	354	130	62
Prefer Not To Say	185	38	12	5
Prefer to use another term	16	<10	<5	<5

Heterosexual	80%	79%	80%	78%
Prefer Not To Say	9%	9%	7%	6%
Prefer to use another term	1%	<2.2%	<3.1%	<6.3%

General Civil

Age	Applied	First Round	Second Round	Offer Made
16 to 21	42	<5	<5	0
22 to 24	718	171	53	26
25 to 34	1256	407	163	68
35 to 44	209	46	15	<5
45 to 54	63	11	<5	<5
55 to 64	<20	<5	<5	0
65+	<20	<5	<5	0
Prefer Not To Say	129	32	12	<5

Age	Applied	First Round	Second Round	Offer Made
16 to 21	1.7%	<0.7%	<2.0%	0.0%
22 to 24	29.5%	25.4%	21.7%	26.0%
25 to 34	51.5%	60.6%	66.8%	68.0%
35 to 44	8.6%	6.8%	6.1%	<5.0%
45 to 54	2.6%	1.6%	<2.0%	<5.0%
55 to 64	<0.8%	<0.7%	<2.0%	0.0%
65+	<0.8%	<0.7%	<2.0%	0.0%
Prefer Not To Say	5.3%	4.8%	4.9%	<5.0%

Gender	Applied	First Round	Second Round	Offer Made
Male	938	279	97	44
Female	1401	359	134	54
Prefer Not To Say	99	34	13	<5
Prefer to use another term	0	0	0	0

Gender	Applied	First Round	Second Round	Offer Made
Male	38.5%	41.5%	39.8%	44.0%
Female	57.5%	53.4%	54.9%	54.0%
Prefer Not To Say	4.1%	5.1%	5.3%	<5.0%
Prefer to use another term	0.0%	0.0%	0.0%	0.0%

Current Identity Assigned at Birth	Applied	First Round	Second Round	Offer Made
No	7	<45	<15	0
Yes	2298	626	229	97
Prefer Not To Say	133	<45	<15	<5

Current Identity Assigned at Birth	Applied	First Round	Second Round	Offer Made
No	0.3%	<6.7%	<6.1%	0.0%
Yes	94.3%	93.2%	93.9%	97.0%
Prefer Not To Say	5.5%	<6.7%	<6.1%	<5.0%

Ethnicity	Applied	First Round	Second Round	Offer Made
White - British/English/Welsh/Northern Irish/Scottish	1149	394	146	62
White - Irish	34	20	9	<5
White - Gypsy or Irish Traveller	<5	<5	<5	0
White - Any other white background	203	51	17	5
Mixed - White and Black Caribbean	29	9	5	<5
Mixed - White and Black African	13	<5	<5	0
Mixed - White and Asian	47	13	6	<5
Mixed - White and Chinese	<5	0	0	0
Mixed - Any other Mixed/Multiple Ethnic Background	65	17	6	<5
Asian or Asian British - Indian	132	28	13	<5
Asian or Asian British - Pakistani	142	23	6	<5
Asian or Asian British - Chinese	71	13	<5	<5
Asian or Asian British - Bangladeshi	39	7	0	0
Asian or Asian British - Other Asian Background	70	9	5	<5
Black/African/Caribbean/Black - African	132	11	<5	<5
Black/African/Caribbean/Black British - Caribbean	64	9	<5	<5
Black/African/Caribbean/Black - Any other Black Background	15	5	<5	0
Arab	22	6	<5	0
Other Ethnic Group	58	11	<5	0
Prefer Not To Say	146	43	15	<5

Ethnicity	Applied	First Round	Second Round	Offer Made
White - British/English/Welsh/Northern Irish/Scottish	47.1%	58.6%	59.8%	62.0%
White - Irish	1.4%	3.0%	3.7%	<5.0%
White - Gypsy or Irish Traveller	<0.2%	<0.7%	<2.0%	0.0%
White - Any other white background	8.3%	7.6%	7.0%	5.0%
Mixed - White and Black Caribbean	1.2%	1.3%	2.0%	<5.0%
Mixed - White and Black African	0.5%	<0.7%	<2.0%	0.0%
Mixed - White and Asian	1.9%	1.9%	2.5%	<5.0%
Mixed - White and Chinese	<0.2%	0.0%	0.0%	0.0%
Mixed - Any other Mixed/Multiple Ethnic Background	2.7%	2.5%	2.5%	<5.0%
Asian or Asian British - Indian	5.4%	4.2%	5.3%	<5.0%
Asian or Asian British - Pakistani	5.8%	3.4%	2.5%	<5.0%
Asian or Asian British - Chinese	2.9%	1.9%	<2.0%	<5.0%
Asian or Asian British - Bangladeshi	1.6%	1.0%	0.0%	0.0%
Asian or Asian British - Other Asian Background	2.9%	1.3%	2.0%	<5.0%
Black/African/Caribbean/Black - African	5.4%	1.6%	<2.0%	<5.0%
Black/African/Caribbean/Black British - Caribbean	2.6%	1.3%	<2.0%	<5.0%
Black/African/Caribbean/Black - Any other Black Background	0.6%	0.7%	<2.0%	0.0%
Arab	0.9%	0.9%	<2.0%	0.0%
Other Ethnic Group	2.4%	1.6%	<2.0%	0.0%
Prefer Not To Say	6.0%	6.4%	6.1%	<5.0%

Religion or Belief	Applied	First Round	Second Round	Offer Made
Agnostic	120	48	22	8
Buddhist	31	<10	<5	<5
Christian	776	186	55	33
Hindu	63	13	7	<5
Jewish	44	15	<5	<5
Muslim	257	40	11	<5
Sikh	38	<10	<5	<5
No Religion	770	269	114	44
Other	45	13	<5	<5
Prefer Not To Say	294	80	26	7

Religion or Belief	Applied	First Round	Second Round	Offer Made
Agnostic	4.9%	7.1%	9.0%	8.0%
Buddhist	1.3%	<1.5%	<2.0%	<5.0%
Christian	31.8%	27.7%	22.5%	33.0%
Hindu	2.6%	1.9%	2.9%	<5.0%
Jewish	1.8%	2.2%	<2.0%	<5.0%
Muslim	10.5%	6.0%	4.5%	<5.0%
Sikh	1.6%	<1.5%	<2.0%	<5.0%
No Religion	31.6%	40.0%	46.7%	44.0%
Other	1.8%	1.9%	<2.0%	<5.0%
Prefer Not To Say	12.1%	11.9%	10.7%	7.0%

Disability	Applied	First Round	Second Round	Offer Made
Yes	246	83	26	12
No	2013	537	200	87
Prefer Not To Say	179	52	18	<5

Disability	Applied	First Round	Second Round	Offer Made
Yes	10.1%	12.4%	10.7%	12.0%
No	82.6%	79.9%	82.0%	87.0%
Prefer Not To Say	7.3%	7.7%	7.4%	<5.0%

Sexual Orientation	Applied	First Round	Second Round	Offer Made
Bisexual	165	65	19	7
Gay Man	67	27	8	<5
Gay Woman/Lesbian	27	13	6	<5
Heterosexual	1912	479	181	78
Prefer Not To Say	247	79	25	8
Prefer to use another term	20	9	5	<5

Sexual Orientation	Applied	First Round	Second Round	Offer Made
Bisexual	6.8%	9.7%	7.8%	7.0%
Gay Man	2.7%	4.0%	3.3%	<5.0%
Gay Woman/Lesbian	1.1%	1.9%	2.5%	<5.0%
Heterosexual	78.4%	71.3%	74.2%	78.0%
Prefer Not To Say	10.1%	11.8%	10.2%	8.0%
Prefer to use another term	0.8%	1.3%	2.0%	<5.0%

Mixed practice

Age	Applied	First Round	Second Round	Offer Made
16 to 21	42	<5	<5	0
22 to 24	728	164	40	19
25 to 34	1251	413	169	69
35 to 44	210	52	12	<5
45 to 54	70	8	0	<5
55 to 64	17	<5	<5	0
65+	5	<5	0	0
Prefer Not To Say	131	31	9	0

Age	Applied	First Round	Second Round	Offer Made
16 to 21	1.7%	<0.7%	<2.2%	0.0%
22 to 24	29.7%	24.3%	17.2%	21.1%
25 to 34	51.0%	61.1%	72.5%	76.7%
35 to 44	8.6%	7.7%	5.2%	<5.6%
45 to 54	2.9%	1.2%	0.0%	<5.6%
55 to 64	0.7%	<0.7%	<2.2%	0.0%
65+	0.2%	<0.7%	0.0%	0.0%
Prefer Not To Say	5.3%	4.6%	3.9%	0.0%

Gender	Applied	First Round	Second Round	Offer Made
Male	935	293	93	36
Female	1419	353	129	52
Prefer Not To Say	100	30	11	<5
Prefer to use another term	0	0	0	0

Gender	Applied	First Round	Second Round	Offer Made
Male	38.1%	43.3%	39.9%	40.0%
Female	57.8%	52.2%	55.4%	57.8%
Prefer Not To Say	4.1%	4.4%	4.7%	<5.6%
Prefer to use another term	0.0%	0.0%	0.0%	0.0%

Current Identity Assigned at Birth	Applied	First Round	Second Round	Offer Made
No	6	<45	<15	0
Yes	2314	629	217	87
Prefer Not To Say	134	<45	<15	<5

Current Identity Assigned at Birth	Applied	First Round	Second Round	Offer Made
No	0.2%	<6.7%	<6.4%	0.0%
Yes	94.3%	93.0%	93.1%	96.7%
Prefer Not To Say	5.5%	<6.7%	<6.4%	<5.6%

Ethnicity	Applied	First Round	Second Round	Offer Made
White - British/English/Welsh/Northern Irish/Scottish	1161	377	138	60
White - Irish	34	18	9	<5

Ethnicity	Applied	First Round	Second Round	Offer Made
White - British/English/Welsh/Northern Irish/Scottish	47.3%	55.8%	59.2%	66.7%
White - Irish	1.4%	2.7%	3.9%	<5.6%

White - Gypsy or Irish Traveller	<5	<5	<5	0
White - Any other white background	207	66	21	<5
Mixed - White and Black Caribbean	27	8	<5	<5
Mixed - White and Black African	12	<5	0	0
Mixed - White and Asian	46	13	6	<5
Mixed - White and Chinese	<5	<5	<5	0
Mixed - Any other Mixed/Multiple Ethnic Background	63	17	<5	<5
Asian or Asian British - Indian	135	30	9	<5
Asian or Asian British - Pakistani	145	20	6	<5
Asian or Asian British - Chinese	70	11	<5	<5
Asian or Asian British - Bangladeshi	36	8	0	0
Asian or Asian British - Other Asian Background	68	9	<5	<5
Black/African/Caribbean/Black - African	136	21	5	<5
Black/African/Caribbean/Black British - Caribbean	63	8	<5	<5
Black/African/Caribbean/Black - Any other Black Background	15	<5	0	0
Arab	23	5	<5	0
Other Ethnic Group	59	10	<5	0
Prefer Not To Say	148	45	17	<5

White - Gypsy or Irish Traveller	<0.2%	<0.7%	<2.1%	0.0%
White - Any other white background	8.4%	9.8%	9.0%	<5.6%
Mixed - White and Black Caribbean	1.1%	1.2%	<2.1%	<5.6%
Mixed - White and Black African	0.5%	<0.7%	0.0%	0.0%
Mixed - White and Asian	1.9%	1.9%	2.6%	<5.6%
Mixed - White and Chinese	<0.2%	<0.7%	<2.1%	0.0%
Mixed - Any other Mixed/Multiple Ethnic Background	2.6%	2.5%	<2.1%	<5.6%
Asian or Asian British - Indian	5.5%	4.4%	3.9%	<5.6%
Asian or Asian British - Pakistani	5.9%	3.0%	2.6%	<5.6%
Asian or Asian British - Chinese	2.9%	1.6%	<2.1%	<5.6%
Asian or Asian British - Bangladeshi	1.5%	1.2%	0.0%	0.0%
Asian or Asian British - Other Asian Background	2.8%	1.3%	<2.1%	<5.6%
Black/African/Caribbean/Black - African	5.5%	3.1%	2.1%	<5.6%
Black/African/Caribbean/Black British - Caribbean	2.6%	1.2%	<2.1%	<5.6%
Black/African/Caribbean/Black - Any other Black Background	0.6%	<0.7%	0.0%	0.0%
Arab	0.9%	0.7%	<2.1%	0.0%
Other Ethnic Group	2.4%	1.5%	<2.1%	0.0%
Prefer Not To Say	6.0%	6.7%	7.3%	<5.6%

Religion or Belief	Applied	First Round	Second Round	Offer Made
Agnostic	118	48	22	7
Buddhist	30	<10	<5	<5
Christian	782	181	56	22
Hindu	65	12	<5	0
Jewish	43	16	<5	<5

Religion or Belief	Applied	First Round	Second Round	Offer Made
Agnostic	4.8%	7.1%	9.4%	7.8%
Buddhist	1.2%	<1.5%	<2.1%	<5.6%
Christian	31.9%	26.8%	24.0%	24.4%
Hindu	2.6%	1.8%	<2.1%	0.0%
Jewish	1.8%	2.4%	<2.1%	<5.6%

Muslim	260	41	9	<5
Sikh	39	<10	<5	<5
No Religion	777	263	105	45
Other	45	10	<5	<5
Prefer Not To Say	295	98	29	9

Muslim	10.6%	6.1%	3.9%	<5.6%
Sikh	1.6%	<1.5%	<2.1%	<5.6%
No Religion	31.7%	38.9%	45.1%	50.0%
Other	1.8%	1.5%	<2.1%	<5.6%
Prefer Not To Say	12.0%	14.5%	12.4%	10.0%

Disability	Applied	First Round	Second Round	Offer Made
Yes	251	83	27	13
No	2017	541	191	77
Prefer Not To Say	186	52	15	0

Disability	Applied	First Round	Second Round	Offer Made
Yes	10.2%	12.3%	11.6%	14.4%
No	82.2%	80.0%	82.0%	85.6%
Prefer Not To Say	7.6%	7.7%	6.4%	0.0%

Sexual Orientation	Applied	First Round	Second Round	Offer Made
Bisexual	163	56	20	10
Gay Man	67	25	7	<5
Gay Woman/Lesbian	25	11	8	<5
Heterosexual	1931	494	162	65
Prefer Not To Say	247	84	31	8
Prefer to use another term	21	6	5	<5

Sexual Orientation	Applied	First Round	Second Round	Offer Made
Bisexual	6.6%	8.3%	8.6%	11.1%
Gay Man	2.7%	3.7%	3.0%	<5.6%
Gay Woman/Lesbian	1.0%	1.2%	3.4%	<5.6%
Heterosexual	78.7%	73.1%	69.5%	72.2%
Prefer Not To Say	0.4%	12.4%	13.3%	8.9%
Prefer to use another term	0.9%	0.9%	2.1%	<5.6%

C4: Outcomes based on social mobility

25. Limited conclusions can be made from this data, as we have not controlled for e.g., higher education institution, degree class, or BPTC grade.³⁶

³⁶ The Bar Council will consider further statistical analysis on protected characteristics, socio-economic characteristics, and other contributing factors in future reports, but this is beyond the scope of this report.

26. The Social Mobility Commission breaks parental occupation into three groups: professional backgrounds, intermediate backgrounds and lower socio-economic backgrounds.³⁷

27. Across all practice areas, 9.5 per cent of those from professional backgrounds achieved pupillage, compared to 7.3 per cent from intermediate backgrounds and 5.9 per cent from lower socio-economic backgrounds. Therefore, candidates from professional backgrounds are approximately 1.6 times more likely to receive an offer of pupillage

28. Eligibility for Free School Meals is also a strong indicator for socio-economic background.

29. Across all practice areas, 8.7 per cent of candidates who **did not** receive free school meals received offers of pupillage compared to 5.53 per cent of candidates who did receive free school meals.

*All applicants*³⁸

Eligible for Free School Meals	Applied	First Round	Second Round	Offer Made
Yes	506	197	75	28
No	1896	821	372	164
Prefer Not to Say	269	149	73	25

Eligible for Free School Meals	Applied	First Round	Second Round	Offer Made
Yes	18.3%	16.9%	14.4%	12.9%
No	68.4%	70.4%	71.5%	75.6%
Prefer Not to Say	9.7%	12.8%	14.0%	11.5%

Occupation of Highest Earning Parent	Applied	First Round	Second Round	Offer Made
Modern Professional	570	262	123	46
Barrister or Judge	81	29	16	6
Clerical and intermediate occupations	124	49	24	9
Senior managers or administrators	385	174	84	48

Occupation of Highest Earning Parent	Applied	First Round	Second Round	Offer Made
Modern Professional	20.6%	22.5%	23.7%	21.2%
Barrister or Judge	2.9%	2.5%	3.1%	2.8%
Clerical and intermediate occupations	4.5%	4.2%	4.6%	4.1%
Senior managers or administrators	13.9%	14.9%	16.2%	22.1%

³⁷ Social Mobility Commission, '[Measurement](#)'.

³⁸ Please note that candidates have been aggregated by recruitment round, so only covers candidates applying to AETOs using the Pupillage Gateway to recruit (i.e., those who applied between November 2020 and May 2021). These candidates may have been applying for pupillages starting in 2021/22 or 2022/23. This applies to all subsequent tables in this section.

Technical and craft occupations	165	70	21	10
Semi-routine manual and service occupations	112	39	19	10
Routine manual and service occupations	178	67	28	8
Middle or junior managers	150	70	25	11
Traditional professional occupations	376	170	85	37
Long-term unemployed	92	47	12	<5
Retired	56	23	11	5
This Question Does Not Apply to Me	44	13	<5	<5
I Don't Know	61	11	6	<5
Prefer Not to Say	377	143	62	20

Technical and craft occupations	6.0%	6.0%	4.0%	4.6%
Semi-routine manual and service occupations	4.0%	3.3%	3.7%	4.6%
Routine manual and service occupations	6.4%	5.7%	5.4%	3.7%
Middle or junior managers	5.4%	6.0%	4.8%	5.1%
Traditional professional occupations	13.6%	14.6%	16.3%	17.1%
Long-term unemployed	3.3%	4.0%	2.3%	<2.3%
Retired	2.0%	2.0%	2.1%	2.3%
This Question Does Not Apply to Me	1.6%	1.1%	<1.0%	<2.3%
I Don't Know	2.2%	1.0%	<1.2%	<2.3%
Prefer Not to Say	13.6%	12.2%	11.9%	9.2%

Chancery

Eligible for Free School Meals	Applied	First Round	Second Round	Offer Made
Yes	297	57	10	<10
No	1150	270	94	52
Prefer Not to Say	242	61	21	<10

Eligible for Free School Meals	Applied	First Round	Second Round	Offer Made
Yes	17.6%	14.7%	8.0%	<16.1%
No	68.1%	69.6%	75.2%	83.8%
Prefer Not to Say	14.3%	15.7%	16.8%	<16.1%

Occupation of Highest Earning Parent	Applied	First Round	Second Round	Offer Made
Modern Professional	348	79	25	12
Barrister or Judge	46	8	2	<5
Clerical and intermediate occupations	73	16	2	<5
Senior managers or administrators	241	63	25	17
Technical and craft occupations	98	15	3	0
Semi-routine manual and service occupations	65	15	2	0

Occupation of Highest Earning Parent	Applied	First Round	Second Round	Offer Made
Modern Professional	20.6%	20.4%	20.0%	19.4%
Barrister or Judge	2.7%	2.1%	1.6%	<8.1%
Clerical and intermediate occupations	4.3%	4.1%	1.6%	<8.1%
Senior managers or administrators	14.3%	16.2%	20.0%	27.4%
Technical and craft occupations	5.8%	3.9%	2.4%	0.0%
Semi-routine manual and service occupations	3.8%	3.9%	1.6%	0.0%

Routine manual and service occupations	93	20	5	<5
Middle or junior managers	93	27	4	<5
Traditional professional occupations	244	68	28	14
Long-term unemployed	55	13	2	<5
Retired	39	9	7	<5
This Question Does Not Apply to Me	24	1	0	0
I Don't Know	35	1	0	0

Routine manual and service occupations	5.5%	5.2%	4.0%	<8.1%
Middle or junior managers	5.5%	7.0%	3.2%	<8.1%
Traditional professional occupations	14.4%	17.5%	22.4%	22.6%
Long-term unemployed	3.3%	3.4%	1.6%	<8.1%
Retired	2.3%	2.3%	5.6%	<8.1%
This Question Does Not Apply to Me	1.4%	0.3%	0.0%	0.0%
I Don't Know	2.1%	0.3%	0.0%	0.0%

Commercial

Eligible for Free School Meals	Applied	First Round	Second Round	Offer Made
Yes	257	65	10	5
No	1050	315	124	55
Prefer Not to Say	228	75	30	10

Eligible for Free School Meals	Applied	First Round	Second Round	Offer Made
Yes	16.7%	14.3%	6.1%	7.1%
No	68.4%	69.2%	75.6%	78.6%
Prefer Not to Say	14.9%	16.5%	18.3%	14.3%

Occupation of Highest Earning Parent	Applied	First Round	Second Round	Offer Made
Modern Professional	315	98	34	16
Barrister or Judge	45	11	6	<5
Clerical and intermediate occupations	57	19	6	<5
Senior managers or administrators	217	74	27	15
Technical and craft occupations	85	15	<5	0
Semi-routine manual and service occupations	58	16	<5	<5
Routine manual and service occupations	77	23	5	<5
Middle or junior managers	80	24	8	5
Traditional professional occupations	237	75	34	14
Long-term unemployed	49	14	<5	<5

Occupation of Highest Earning Parent	Applied	First Round	Second Round	Offer Made
Modern Professional	20.5%	21.5%	20.7%	22.9%
Barrister or Judge	2.9%	2.4%	3.7%	<7.1%
Clerical and intermediate occupations	3.7%	4.2%	3.7%	<7.1%
Senior managers or administrators	14.1%	16.3%	16.5%	21.4%
Technical and craft occupations	5.5%	3.3%	3.0%	0.0%
Semi-routine manual and service occupations	3.8%	3.5%	3.0%	<7.1%
Routine manual and service occupations	5.0%	5.1%	3.0%	<7.1%
Middle or junior managers	5.2%	5.3%	4.9%	7.1%
Traditional professional occupations	15.4%	16.5%	20.7%	20.0%
Long-term unemployed	3.2%	3.1%	<3.0%	<7.1%

Retired	34	11	7	<5
This Question Does Not Apply to Me	27	<5	0	0
I Don't Know	34	<5	0	0
Prefer Not to Say	220	69	28	8

Retired	2.2%	2.4%	4.3%	<7.1%
This Question Does Not Apply to Me	1.8%	<1.1%	0.0%	0.0%
I Don't Know	2.2%	<1.1%	0.0%	0.0%
Prefer Not to Say	14.3%	15.2%	17.1%	11.4%

Crime

Eligible for Free School Meals	Applied	First Round	Second Round	Offer Made
Yes	390	92	35	14
No	1387	345	140	58
Prefer Not to Say	250	47	20	8

Eligible for Free School Meals	Applied	First Round	Second Round	Offer Made
Yes	19.2%	19.0%	17.9%	17.5%
No	68.4%	71.3%	71.8%	72.5%
Prefer Not to Say	12.3%	9.7%	10.3%	10%

Occupation of Highest Earning Parent	Applied	First Round	Second Round	Offer Made
Modern Professional	445	129	49	17
Barrister or Judge	53	11	<5	0
Clerical and intermediate occupations	95	20	9	6
Senior managers or administrators	278	67	28	16
Technical and craft occupations	126	29	7	<5
Semi-routine manual and service occupations	91	17	9	<5
Routine manual and service occupations	128	30	14	<5
Middle or junior managers	110	34	10	7
Traditional professional occupations	256	50	29	11
Long-term unemployed	70	22	8	<5
Retired	42	13	6	<5
This Question Does Not Apply to Me	28	<10	<5	<5

Occupation of Highest Earning Parent	Applied	First Round	Second Round	Offer Made
Modern Professional	22.0%	26.7%	25.1%	21.3%
Barrister or Judge	2.6%	2.3%	<2.6%	0.0%
Clerical and intermediate occupations	4.7%	4.1%	4.6%	7.5%
Senior managers or administrators	13.7%	13.8%	14.4%	20.0%
Technical and craft occupations	6.2%	59.9%	3.6%	<6.3%
Semi-routine manual and service occupations	4.5%	3.5%	4.6%	<6.3%
Routine manual and service occupations	6.3%	6.2%	7.2%	<6.3%
Middle or junior managers	5.4%	7.0%	5.1%	8.8%
Traditional professional occupations	12.6%	10.3%	14.9%	13.8%
Long-term unemployed	3.5%	4.5%	4.1%	<6.3%
Retired	2.1%	2.7%	3.1%	<6.3%
This Question Does Not Apply to Me	1.4%	<2.1%	<2.6%	<6.3%

I Don't Know	45	<10	<5	<5
Prefer Not to Say	260	53	19	5

I Don't Know	2.2%	<2.1%	<2.6%	<6.3%
Prefer Not to Say	12.8%	11.0%	9.7%	6.3%

Family

Eligible for Free School Meals	Applied	First Round	Second Round	Offer Made
Yes	376	87	28	11
No	1389	316	118	63
Prefer Not to Say	236	44	16	5

Eligible for Free School Meals	Applied	First Round	Second Round	Offer Made
Yes	18.8%	19.5%	17.3%	13.9%
No	69.4%	70.7%	72.8%	79.7%
Prefer Not to Say	11.8%	9.8%	9.9%	6.3%

Occupation of Highest Earning Parent	Applied	First Round	Second Round	Offer Made
Modern Professional	440	120	44	20
Barrister or Judge	60	9	5	<5
Clerical and intermediate occupations	91	21	9	<5
Senior managers or administrators	278	66	25	17
Technical and craft occupations	116	30	8	6
Semi-routine manual and service occupations	87	16	6	<5
Routine manual and service occupations	122	33	13	<5
Middle or junior managers	117	32	9	6
Traditional professional occupations	257	42	23	12
Long-term unemployed	74	22	5	<5
Retired	38	7	<5	<5
This Question Does Not Apply to Me	30	<5	<5	<5
I Don't Know	47	<5	0	0
Prefer Not to Say	244	43	10	<5

Occupation of Highest Earning Parent	Applied	First Round	Second Round	Offer Made
Modern Professional	22.0%	26.8%	27.2%	25.3%
Barrister or Judge	3.0%	2.0%	3.1%	<6.3%
Clerical and intermediate occupations	4.5%	4.7%	5.6%	<6.3%
Senior managers or administrators	13.9%	14.8%	15.4%	21.5%
Technical and craft occupations	5.8%	6.7%	4.9%	7.6%
Semi-routine manual and service occupations	4.3%	3.6%	3.7%	<6.3%
Routine manual and service occupations	6.1%	7.4%	8.0%	<6.3%
Middle or junior managers	5.8%	7.2%	5.6%	7.6%
Traditional professional occupations	12.8%	9.4%	14.2%	15.2%
Long-term unemployed	3.7%	4.9%	3.1%	<6.3%
Retired	1.9%	1.6%	<3.1%	<6.3%
This Question Does Not Apply to Me	1.5%	<1.1%	<3.1%	<6.3%
I Don't Know	2.3%	<1.1%	0.0%	0.0%
Prefer Not to Say	12.2%	10%	6.2%	<6.3%

General Civil

Eligible for Free School Meals	Applied	First Round	Second Round	Offer Made
Yes	449	115	38	16
No	1675	477	177	75
Prefer Not to Say	314	80	29	9

Eligible for Free School Meals	Applied	First Round	Second Round	Offer Made
Yes	18%	17.1%	15.6%	16.0%
No	69%	71.0%	72.5%	75.0%
Prefer Not to Say	13%	11.9%	11.9%	9.0%

Occupation of Highest Earning Parent	Applied	First Round	Second Round	Offer Made
Modern Professional	522	163	63	23
Barrister or Judge	67	15	8	<5
Clerical and intermediate occupations	107	29	10	<5
Senior managers or administrators	340	102	35	23
Technical and craft occupations	131	30	10	5
Semi-routine manual and service occupations	105	23	9	6
Routine manual and service occupations	149	39	12	<5
Middle or junior managers	134	41	13	6
Traditional professional occupations	340	101	42	18
Long-term unemployed	81	27	9	<5
Retired	50	13	6	<5
This Question Does Not Apply to Me	37	6	<5	<5
I Don't Know	54	<5	<5	<5
Prefer Not to Say	321	80	23	<5

Occupation of Highest Earning Parent	Applied	First Round	Second Round	Offer Made
Modern Professional	21.4%	24.3%	25.8%	23.0%
Barrister or Judge	2.7%	2.2%	3.3%	<5.0%
Clerical and intermediate occupations	4.4%	4.3%	4.1%	<5.0%
Senior managers or administrators	13.9%	15.2%	14.3%	23.0%
Technical and craft occupations	5.4%	4.5%	4.1%	5.0%
Semi-routine manual and service occupations	4.3%	3.4%	3.7%	6.0%
Routine manual and service occupations	6.1%	5.8%	4.9%	<5.0%
Middle or junior managers	5.5%	6.1%	5.3%	6.0%
Traditional professional occupations	13.9%	15.0%	17.2%	18.0%
Long-term unemployed	3.3%	4.0%	3.7%	<5.0%
Retired	2.1%	1.9%	2.5%	<5.0%
This Question Does Not Apply to Me	1.5%	0.9%	<2.0%	<5.0%
I Don't Know	2.2%	0.4%	<2.0%	<5.0%
Prefer Not to Say	13.2%	11.9%	9.4%	<5.0%

Mixed Practice

Eligible for Free School Meals	Applied	First Round	Second Round	Offer Made
Yes	459	110	32	12
No	1682	478	169	71
Prefer Not to Say	313	88	32	7

Eligible for Free School Meals	Applied	First Round	Second Round	Offer Made
Yes	18.7%	16.3%	13.7%	13.3%
No	68.5%	71.1%	72.5%	78.9%
Prefer Not to Say	12.8%	13.1%	13.7%	7.8%

Occupation of Highest Earning Parent	Applied	First Round	Second Round	Offer Made
Modern Professional	513	158	57	20
Barrister or Judge	72	15	8	<5
Clerical and intermediate occupations	110	29	10	<5
Senior managers or administrators	343	104	42	20
Technical and craft occupations	147	37	8	6
Semi-routine manual and service occupations	103	25	12	7
Routine manual and service occupations	147	31	11	<5
Middle or junior managers	134	33	8	<5
Traditional professional occupations	343	115	33	15
Long-term unemployed	80	23	8	<5
Retired	50	14	5	0
This Question Does Not Apply to Me	39	<10	<5	0
I Don't Know	55	<10	<5	<5
Prefer Not to Say	318	80	26	6

Occupation of Highest Earning Parent	Applied	First Round	Second Round	Offer Made
Modern Professional	20.9%	23.4%	24.5%	22.2%
Barrister or Judge	2.9%	2.2%	3.4%	<5.6%
Clerical and intermediate occupations	4.5%	4.3%	4.3%	<5.6%
Senior managers or administrators	14.0%	15.4%	18.0%	22.2%
Technical and craft occupations	6.0%	5.5%	3.4%	6.7%
Semi-routine manual and service occupations	4.2%	3.7%	5.2%	7.8%
Routine manual and service occupations	6.0%	4.6%	4.7%	<5.6%
Middle or junior managers	5.5%	4.9%	3.4%	<5.6%
Traditional professional occupations	14.0%	17.0%	14.2%	16.7%
Long-term unemployed	3.3%	3.4%	3.4%	<5.6%
Retired	2.0%	2.1%	2.1%	0.0%
This Question Does Not Apply to Me	1.6%	<1.5%	<2.1%	0.0%
I Don't Know	2.2%	<1.5%	<2.1%	<5.6%
Prefer Not to Say	13.0%	11.8%	11.2%	6.7%

C5: Outcomes based on education

30. Limited conclusions can be made from this data, as we have not controlled for e.g., higher education institution.

31. 14.6 per cent of candidates with a first-class degree received an offer of pupillage compared to 5.4 per cent of candidates with an upper second-class degree.

32. 6.4 per cent of candidates with a law degree secured pupillage, compared to 11.6 per cent of those who did not study law.

33. 20.8 per cent of candidates who had achieved Outstanding in their BPTC secured an offer of pupillage, compared to 10.5 per cent who had achieved Very Competent and 2.1 per cent who had achieved Competent.

33.1. 7.4 per cent of candidates who had not yet completed their BPTC secured an offer.

34. 16.3 per cent of candidates who were in receipt of a scholarship from one of the Inns of Court secured an offer of pupillage compared to 4.0 per cent of candidates who did not have a scholarship. Therefore, candidates with a scholarship were over four times more likely to secure pupillage. This might be because the Inns selection process for scholarships is selecting for the same characteristics as AETOs are looking for, or because holding an Inn scholarship in and of itself predisposes AETOs in favour of those candidates, or that both factors are in play.

*All applicants*³⁹

Degree Class	Applied	First Round	Second Round	Offer Made
First	835	523	270	122
Upper Second Class Honours	1399	506	193	75
Lower Second Class Honours	187	26	6	2
Third	4	1	0	0
No Minimum	12	2	0	0
Prefer Not to Say	334	109	51	18

Degree Class	Applied	First Round	Second Round	Offer Made
First	30.1%	44.8%	51.9%	56.2%
Upper Second Class Honours	50.5%	43.4%	37.1%	34.6%
Lower Second Class Honours	6.7%	2.2%	1.2%	0.9%
Third	0.1%	0.1%	0.0%	0.0%
No Minimum	0.4%	0.2%	0.0%	0.0%
Prefer Not to Say	12.1%	9.3%	9.8%	8.3%

Law Degree	Applied	First Round	Second Round	Offer Made
Yes	1763	676	290	112
No	831	427	198	96
Prefer Not to Say	177	64	32	9

Law Degree	Applied	First Round	Second Round	Offer Made
Yes	63.6%	57.9%	55.8%	51.6%
No	30.0%	36.6%	38.1%	44.2%
Prefer Not to Say	6.4%	5.5%	6.2%	4.1%

³⁹ Please note that candidates have been aggregated by recruitment round, so only covers candidates applying to AETOs using the Pupillage Gateway to recruit (i.e., those who applied between November 2020 and May 2021). These candidates may have been applying for pupillages starting in 2021/22 or 2022/23. This applies to all subsequent tables in this section.

BPTC Grade	Applied	First Round	Second Round	Offer Made
Outstanding	48	31	19	10
Very Competent	532	316	139	56
Competent	236	49	14	5
Not Yet Completed	1633	642	286	120
Prefer Not to Say	322	129	62	26

BPTC Grade	Applied	First Round	Second Round	Offer Made
Outstanding	1.7%	2.7%	3.7%	4.6%
Very Competent	19.2%	27.1%	26.7%	25.8%
Competent	8.5%	4.2%	2.7%	2.3%
Not Yet Completed	58.9%	55.0%	55.0%	55.3%
Prefer Not to Say	11.6%	11.1%	11.9%	12.0%

Work Experience/Mini Pupillage	Applied	First Round	Second Round	Offer Made
Yes	2011	987	456	193
No	495	93	22	7
Prefer Not to Say	265	87	42	17

Work Experience/Mini Pupillage	Applied	First Round	Second Round	Offer Made
Yes	72.6%	84.6%	87.7%	88.9%
No	17.9%	8.0%	4.2%	3.2%
Prefer Not to Say	9.6%	7.5%	8.1%	7.8%

Scholarship	Applied	First Round	Second Round	Offer Made
Yes	732	517	276	119
No	1525	449	154	61
Prefer Not to Say	514	201	90	37

Scholarship	Applied	First Round	Second Round	Offer Made
Yes	26.4%	44.3%	53.1%	54.8%
No	55.0%	38.5%	29.6%	28.1%
Prefer Not to Say	18.5%	17.2%	17.3%	17.1%

Chancery

Degree Class	Applied	First Round	Second Round	Offer Made
First	547	214	77	46
Upper Second Class Honours	810	126	29	12
Lower Second Class Honours	105	2	0	0
Third	2	0	0	0

Degree Class	Applied	First Round	Second Round	Offer Made
First	32.4%	55.2%	61.6%	74.2%
Upper Second Class Honours	48.0%	32.5%	23.2%	19.4%
Lower Second Class Honours	6.2%	0.5%	0.0%	0.0%
Third	0.1%	0.0%	0.0%	0.0%

No Minimum	11	0	0	0
Prefer Not to Say	214	46	19	4

No Minimum	0.7%	0.0%	0.0%	0.0%
Prefer Not to Say	12.7%	11.9%	15.2%	6.5%

Law Degree	Applied	First Round	Second Round	Offer Made
Yes	1072	217	61	31
No	500	146	51	29
Prefer Not to Say	117	25	13	2

Law Degree	Applied	First Round	Second Round	Offer Made
Yes	63.5%	55.9%	48.8%	50.0%
No	29.6%	37.6%	40.8%	46.8%
Prefer Not to Say	6.9%	6.4%	10.4%	3.2%

BPTC Grade	Applied	First Round	Second Round	Offer Made
Outstanding	33	15	8	2
Very Competent	342	82	16	10
Competent	128	8	2	0
Not Yet Completed	989	228	80	43
Prefer Not to Say	197	55	19	7

BPTC Grade	Applied	First Round	Second Round	Offer Made
Outstanding	2.0%	3.9%	6.4%	3.2%
Very Competent	20.2%	21.1%	12.8%	16.1%
Competent	7.6%	2.1%	1.6%	0.0%
Not Yet Completed	58.6%	58.8%	64.0%	69.4%
Prefer Not to Say	11.7%	14.2%	15.2%	11.3%

Work Experience/Mini Pupillage	Applied	First Round	Second Round	Offer Made
Yes	1246	337	108	58
No	273	18	3	2
Prefer Not to Say	170	33	14	2

Work Experience/Mini Pupillage	Applied	First Round	Second Round	Offer Made
Yes	73.4%	86.9%	86.4%	93.5%
No	16.2%	4.6%	2.4%	3.2%
Prefer Not to Say	10.1%	8.5%	11.2%	3.2%

Scholarship	Applied	First Round	Second Round	Offer Made
Yes	467	183	56	21
No	877	119	36	32

Scholarship	Applied	First Round	Second Round	Offer Made
Yes	27.6%	47.2%	44.8%	33.9%
No	51.9%	30.7%	28.8%	51.6%

Prefer Not to Say	345	86	33	9
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Prefer Not to Say	20.4%	22.2%	26.4%	14.5%
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Commercial

Degree Class	Applied	First Round	Second Round	Offer Made
First	531	269	112	53
Upper Second Class Honours	697	131	30	13
Lower Second Class Honours	92	2	0	0
Third	2	0	0	0
No Minimum	11	0	0	0
Prefer Not to Say	202	53	22	4

Degree Class	Applied	First Round	Second Round	Offer Made
First	34.6%	59.1%	68.3%	75.7%
Upper Second Class Honours	45.4%	28.8%	18.3%	18.6%
Lower Second Class Honours	6.0%	0.4%	0.0%	0.0%
Third	0.1%	0.0%	0.0%	0.0%
No Minimum	0.7%	0.0%	0.0%	0.0%
Prefer Not to Say	13.2%	11.6%	13.4%	5.7%

Law Degree	Applied	First Round	Second Round	Offer Made
Yes	930	242	81	36
No	492	177	65	30
Prefer Not to Say	113	36	18	4

Law Degree	Applied	First Round	Second Round	Offer Made
Yes	60.6%	53.2%	49.4%	51.4%
No	32.1%	38.9%	39.6%	42.9%
Prefer Not to Say	7.4%	7.9%	11.0%	5.7%

BPTC Grade	Applied	First Round	Second Round	Offer Made
Outstanding	31	20	11	3
Very Competent	281	91	20	8
Competent	115	9	2	0
Not Yet Completed	912	263	101	49
Prefer Not to Say	196	72	30	10

BPTC Grade	Applied	First Round	Second Round	Offer Made
Outstanding	2.0%	4.4%	6.7%	4.3%
Very Competent	18.3%	20.0%	12.2%	11.4%
Competent	7.5%	2.0%	1.2%	0.0%
Not Yet Completed	59.4%	57.8%	61.6%	70.0%
Prefer Not to Say	12.8%	15.8%	18.3%	14.3%

Work Experience/Mini Pupillage	Applied	First Round	Second Round	Offer Made
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Work Experience/Mini Pupillage	Applied	First Round	Second Round	Offer Made
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Yes	1099	392	141	63
No	274	23	3	1
Prefer Not to Say	162	40	20	6

Yes	71.6%	86.2%	86.0%	90.0%
No	17.9%	5.1%	1.8%	1.4%
Prefer Not to Say	10.6%	8.8%	12.2%	9.6%

Scholarship	Applied	First Round	Second Round	Offer Made
Yes	430	214	74	32
No	785	140	45	19
Prefer Not to Say	320	101	45	19

Scholarship	Applied	First Round	Second Round	Offer Made
Yes	28.0%	47.0%	45.1%	45.7%
No	51.1%	30.8%	27.4%	27.1%
Prefer Not to Say	20.8%	22.2%	27.4%	27.1%

Crime

Degree Class	Applied	First Round	Second Round	Offer Made
First	565	178	82	39
Upper Second Class Honours	1075	246	91	31
Lower Second Class Honours	145	12	4	2
Third	3	1	0	0
No Minimum	8	1	0	0
Prefer Not to Say	231	46	18	8

Degree Class	Applied	First Round	Second Round	Offer Made
First	27.9%	36.8%	42.1%	48.8%
Upper Second Class Honours	53.0%	50.8%	46.7%	38.8%
Lower Second Class Honours	7.2%	2.5%	2.1%	2.5%
Third	0.1%	0.2%	0.0%	0.0%
No Minimum	0.4%	0.2%	0.0%	0.0%
Prefer Not to Say	11.4%	9.5%	9.2%	10.0%

Law Degree	Applied	First Round	Second Round	Offer Made
Yes	1313	300	118	40
No	604	169	71	38
Prefer Not to Say	110	15	6	2

Law Degree	Applied	First Round	Second Round	Offer Made
Yes	64.8%	62.0%	60.5%	50.0%
No	30.0%	34.9%	36.4%	47.5%
Prefer Not to Say	5.4%	3.1%	3.1%	2.5%

BPTC Grade	Applied	First Round	Second Round	Offer Made
Outstanding	34	12	7	2

BPTC Grade	Applied	First Round	Second Round	Offer Made
Outstanding	1.7%	2.1%	3.6%	2.5%

Very Competent	418	160	65	27
Competent	191	25	7	5
Not Yet Completed	1174	240	95	38
Prefer Not to Say	210	47	21	8

Very Competent	20.6%	33.1%	33.3%	33.8%
Competent	9.4%	5.2%	3.6%	6.3%
Not Yet Completed	57.9%	50.0%	48.7%	47.5%
Prefer Not to Say	10.4%	9.7%	10.8%	10.0%

Work Experience/Mini Pupillage	Applied	First Round	Second Round	Offer Made
Yes	1495	419	169	70
No	347	33	11	4
Prefer Not to Say	185	32	15	6

Work Experience/Mini Pupillage	Applied	First Round	Second Round	Offer Made
Yes	73.8%	86.6%	86.7%	87.5%
No	17.1%	6.8%	5.6%	5.0%
Prefer Not to Say	9.1%	6.6%	3.1%	7.5%

Scholarship	Applied	First Round	Second Round	Offer Made
Yes	547	238	114	49
No	1139	185	57	20
Prefer Not to Say	341	61	24	11

Scholarship	Applied	First Round	Second Round	Offer Made
Yes	27.0%	49.2%	58.5%	61.3%
No	56.2%	38.2%	29.2%	25.0%
Prefer Not to Say	16.8%	12.6%	12.3%	13.8%

Family

Degree Class	Applied	First Round	Second Round	Offer Made
First	565	164	58	33
Upper Second Class Honours	1075	231	95	38
Lower Second Class Honours	131	10	0	1
Third	3	1	0	0
No Minimum	8	1	0	0
Prefer Not to Say	219	40	9	7

Degree Class	Applied	First Round	Second Round	Offer Made
First	28.2%	36.7%	35.8%	41.8%
Upper Second Class Honours	53.7%	51.7%	58.6%	48.1%
Lower Second Class Honours	6.5%	2.2%	0.0%	1.3%
Third	0.1%	0.2%	0.0%	0.0%
No Minimum	0.4%	0.2%	0.0%	0.0%
Prefer Not to Say	10.9%	8.9%	5.6%	8.9%

Law Degree	Applied	First Round	Second Round	Offer Made
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Law Degree	Applied	First Round	Second Round	Offer Made
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Yes	1283	291	102	46
No	610	139	56	31
Prefer Not to Say	108	17	4	2

Yes	64.1%	65.1%	63.0%	58.2%
No	30.5%	31.1%	34.6%	39.2%
Prefer Not to Say	5.4%	3.8%	2.5%	2.5%

BPTC Grade	Applied	First Round	Second Round	Offer Made
Outstanding	36	11	3	3
Very Competent	429	167	62	26
Competent	174	17	3	3
Not Yet Completed	1162	211	80	38
Prefer Not to Say	200	41	14	9

BPTC Grade	Applied	First Round	Second Round	Offer Made
Outstanding	1.8%	2.5%	1.9%	3.8%
Very Competent	21.4%	37.4%	38%	32.9%
Competent	8.7%	3.8%	1.9%	3.8%
Not Yet Completed	58.1%	47.2%	49.4%	48.1%
Prefer Not to Say	10.0%	9.2%	8.6%	11.4%

Work Experience/Mini Pupillage	Applied	First Round	Second Round	Offer Made
Yes	1498	389	146	72
No	341	32	9	3
Prefer Not to Say	162	26	7	4

Work Experience/Mini Pupillage	Applied	First Round	Second Round	Offer Made
Yes	74.9%	87.0%	90.1%	91.1%
No	17.0%	7.2%	5.6%	3.8%
Prefer Not to Say	8.1%	5.8%	4.3%	5.1%

Scholarship	Applied	First Round	Second Round	Offer Made
Yes	553	202	89	43
No	1125	186	58	27
Prefer Not to Say	323	59	15	9

Scholarship	Applied	First Round	Second Round	Offer Made
Yes	27.6%	45.2%	54.9%	54.4%
No	56.2%	41.6%	35.8%	34.2%
Prefer Not to Say	16.1%	13.2%	9.3%	11.4%

General Civil

Degree Class	Applied	First Round	Second Round	Offer Made
First	751	321	123	61
Upper Second Class Honours	1236	272	96	34

Degree Class	Applied	First Round	Second Round	Offer Made
First	30.8%	47.8%	50.4%	61.0%
Upper Second Class Honours	50.7%	40.5%	39.3%	34.0%

Lower Second Class Honours	157	6	2	1
Third	4	1	0	0
No Minimum	10	1	0	0
Prefer Not to Say	280	71	23	4

Lower Second Class Honours	6.4%	0.9%	0.8%	1.0%
Third	0.2%	0.1%	0.0%	0.0%
No Minimum	0.4%	0.1%	0.0%	0.0%
Prefer Not to Say	11.5%	10.6%	9.4%	4.0%

Law Degree	Applied	First Round	Second Round	Offer Made
Yes	1534	386	134	49
No	755	249	98	49
Prefer Not to Say	149	37	12	2

Law Degree	Applied	First Round	Second Round	Offer Made
Yes	63%	57.4%	54.9%	49.0%
No	31%	37.1%	40.2%	49.0%
Prefer Not to Say	6%	5.5%	4.9%	2.0%

BPTC Grade	Applied	First Round	Second Round	Offer Made
Outstanding	45	21	14	5
Very Competent	476	190	73	2
Competent	200	23	5	2
Not Yet Completed	1443	359	121	54
Prefer Not to Say	274	79	31	13

BPTC Grade	Applied	First Round	Second Round	Offer Made
Outstanding	2%	3.1%	5.7%	5.0%
Very Competent	20%	28.3%	29.9%	2.0%
Competent	8%	3.4%	2.0%	2.0%
Not Yet Completed	59%	53.4%	50.0%	54.0%
Prefer Not to Say	11%	11.8%	12.7%	13.0%

Work Experience/Mini Pupillage	Applied	First Round	Second Round	Offer Made
Yes	1792	579	217	92
No	429	43	11	3
Prefer Not to Say	217	50	16	5

Work Experience/Mini Pupillage	Applied	First Round	Second Round	Offer Made
Yes	74%	86.2%	88.9%	92.0%
No	18%	6.4%	4.5%	3.0%
Prefer Not to Say	9%	7.4%	6.6%	5.0%

Scholarship	Applied	First Round	Second Round	Offer Made
Yes	672	343	146	59
No	1322	221	66	29

Scholarship	Applied	First Round	Second Round	Offer Made
Yes	28%	51.0%	59.8%	59.0%
No	54%	32.9%	27.0%	29.0%

Prefer Not to Say	444	108	32	12
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Prefer Not to Say	18%	16.1%	13.1%	12.0%
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Mixed Practice

Degree Class	Applied	First Round	Second Round	Offer Made
First	744	343	129	56
Upper Second Class Honours	1247	257	79	30
Lower Second Class Honours	160	9	3	1
Third	4	1	0	0
No Minimum	11	1	0	0
Prefer Not to Say	288	65	22	3

Degree Class	Applied	First Round	Second Round	Offer Made
First	30.3%	50.7%	55.4%	62.2%
Upper Second Class Honours	50.8%	38.0%	33.9%	33.3%
Lower Second Class Honours	6.5%	1.3%	1.3%	1.1%
Third	0.2%	0.1%	0.0%	0.0%
No Minimum	0.4%	0.1%	0.0%	0.0%
Prefer Not to Say	11.7%	9.6%	9.4%	3.3%

Law Degree	Applied	First Round	Second Round	Offer Made
Yes	1551	379	122	44
No	757	263	99	45
Prefer Not to Say	146	34	12	1

Law Degree	Applied	First Round	Second Round	Offer Made
Yes	63.2%	56.1%	52.4%	48.9%
No	30.8%	38.9%	42.5%	50.0%
Prefer Not to Say	5.9%	5.0%	5.2%	1.1%

BPTC Grade	Applied	First Round	Second Round	Offer Made
Outstanding	43	20	14	6
Very Competent	479	183	61	26
Competent	208	17	3	2
Not Yet Completed	1453	380	126	45
Prefer Not to Say	271	76	29	11

BPTC Grade	Applied	First Round	Second Round	Offer Made
Outstanding	1.8%	3.0%	6.0%	6.7%
Very Competent	19.5%	27.1%	26.2%	28.9%
Competent	8.5%	2.5%	1.3%	2.2%
Not Yet Completed	59.2%	56.2%	54.1%	50.0%
Prefer Not to Say	11.0%	11.2%	12.4%	12.2%

Work Experience/Mini Pupillage	Applied	First Round	Second Round	Offer Made
Yes	1810	588	207	84

Work Experience/Mini Pupillage	Applied	First Round	Second Round	Offer Made
Yes	73.8%	87.0%	88.9%	93.3%

No	426	45	11	2
Prefer Not to Say	218	43	15	4

No	17.4%	6.7%	4.7%	2.2%
Prefer Not to Say	8.9%	6.4%	6.4%	4.4%

Scholarship	Applied	First Round	Second Round	Offer Made
Yes	662	329	135	55
No	1355	234	67	26
Prefer Not to Say	437	113	31	9

Scholarship	Applied	First Round	Second Round	Offer Made
Yes	27.0%	48.7%	58%	61.1%
No	55.2%	34.6%	29%	28.9%
Prefer Not to Say	17.8%	16.7%	13%	10.0%