



The Bar Council

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

November 2025



# Contents

|                                                |    |
|------------------------------------------------|----|
| Executive summary.....                         | 2  |
| Key findings .....                             | 2  |
| Recommendations.....                           | 2  |
| Introduction and methodology .....             | 3  |
| Earnings by sex at the self-employed Bar ..... | 7  |
| Earnings by sex and PQE .....                  | 8  |
| Earnings by sex and practice area .....        | 21 |
| Crime .....                                    | 21 |
| Family .....                                   | 24 |
| Commercial and Chancery .....                  | 27 |
| General civil .....                            | 30 |
| Annexes .....                                  | 33 |

# Executive summary

The data in this report is the most comprehensive overview of information we have on barrister earnings at the self-employed Bar.

## Key findings

Based on the 2024 earnings data:

1. Women were earning less than men across all experience levels at the self-employed Bar. Junior women were earning 76% of what junior men were earning. Women silks were earning on average 72% of their male colleagues' median gross earnings
2. Earnings gaps persist across every post-qualification experience (PQE) band. The highest earning men were consistently earning more than the highest earning women
3. There were earnings gaps in every area of practice. The widest gaps were in commercial and Chancery practice, where women at 11-15 years PQE were earning 63% of their male colleagues' median fee income
4. During the previous 4 years (2021-2024), median earnings at the Bar increased for both men and women. However, women's earnings increased by less than men's. This means the gap is still increasing

## Recommendations

1. The Bar Council should continue to monitor earnings across the Bar, refining our methodology to ensure we provide baseline data for comparison
2. The Bar Council should continue to work with clients of the Bar and chambers to encourage the ongoing monitoring of opportunities and promote fair distribution of work
3. Chambers must ensure they understand the underlying causes of any disparities they find and put in place effective measures to ensure members (barristers) get fair access to work, are able to charge effectively for the work they do, and get the support they need to build and sustain their practice
4. Support and advice for barristers and chambers is available from the Bar Council's EDI team via [equality@barcouncil.org.uk](mailto:equality@barcouncil.org.uk)

# Introduction and methodology

This is the Bar Council's 6<sup>th</sup> report analysing barrister earnings by sex. The report uses data on earnings from the previous calendar year shared by barristers when they renew their practising certificate during the authorisation to practise (AtP) process each spring.

The Bar Standards Board (BSB) and the Bar Council have both been working on analysis around barrister earnings since 2020. While we use the same underlying dataset, our approaches to, and presentation of, the data differ. The BSB's three analyses (2020, 2022, 2025) include the employed and the self-employed Bar and focus mainly on overall median and mean income by sex and ethnicity.<sup>1</sup> Supplementary variables examined include region (London/out of London), practice area and time elapsed since Call.

The Bar Council's approach has evolved over time. Our three initial reports (2020, 2021, 2022) used Bar Mutual Insurance Fund (BMIF) data as, at the time, it was more comprehensive than our own which only collected earnings by income band.<sup>2</sup> We have focused from the outset on self-employed barristers and earnings by sex, and all reporting has been done under the primary variable of practice area.

From 2023, our reporting used General Council of the Bar data, which by then had begun collecting exact earnings so that it surpassed the BMIF data in detail for this purpose.<sup>3</sup> The primary variables we use are practice area and level of experience (formerly Call, but since 2024 we use post-qualification experience or PQE).<sup>4</sup> Our reporting is designed to support chambers in introducing work monitoring and to support barristers in understanding their own earnings. It is accompanied by a toolkit and practice review guide.<sup>5</sup>

---

<sup>1</sup> Bar Standards Board, Income at the Bar – by gender and ethnicity: [2020 report](#), [2022 report](#), [2025 report](#)

<sup>2</sup> Bar Council, Gender pay gap table: [2020 report](#), [2021 report](#), [2022 report](#)

<sup>3</sup> Bar Council, Gross earnings by sex and practice area at the self-employed Bar: [2023 report](#), [2024 report](#), Bar Council, [New practitioner earnings differentials at the self-employed Bar](#)

<sup>4</sup> In 2024 we carried out specific analysis on new practitioner earnings: [New practitioner earnings differentials at the self-employed Bar, April 2024](#)

<sup>5</sup> See [Calculating work distribution in chambers: Earnings monitoring toolkit](#) and [Practice review guide for barristers and clerks](#)

## Post-qualification experience (PQE)

Following on from last year's report, we continue to use post-qualification experience (PQE) rather than number of years' Call as the time metric to bracket barristers based on experience.

'Call' refers to the date when a barrister is called to the Bar. This means they have completed the Bar course (vocational component), the required minimum qualified sessions, Call declaration and criminal record checks.

It may take up to 5 years (longer if an aspiring barrister secures a waiver from the Bar Standards Board) after Call for a barrister to start pupillage (become fully qualified) and begin earning money from their practice.

PQE is a more direct measurement of professional activity as it simply refers to the number of years spent working/earning money after the completion of pupillage.

PQE is therefore a clearer place to start when measuring the length of a career as it indicates time spent working, rather than Call, which is imprecise in this respect.

## Annual earnings

Data is presented for the financial year covered by a barrister's practising certificate for earnings during the previous calendar year. For example, barristers renewing their practising certificate during the annual authorisation to practise (AtP) process for the financial year 2025/26 are declaring their earnings for the calendar year 2024.

Barristers not renewing their practising certificate are not required to declare their earnings, so will be missing from the data.

## Gross earnings

This report uses gross earnings data which are self-reported to the General Council of the Bar by self-employed barristers each year when they renew their practising certificate.

For self-employed barristers 'gross earnings' is the total gross fee generated (excluding VAT) before they pay rent, expenses, professional insurance, and the other costs/expenses associated with being self-employed.

**Gross earnings should not be confused with income, which is the taxable amount barristers earn, and is considerably less than the figures discussed in this report.** It is also important to remember that self-employed barristers need to make their own provision for pension contributions and sick leave or parental leave.

In this report we use the terms 'gross earnings', 'gross fee income' and 'earnings' interchangeably to refer to the amount of money barristers are generating in fees before any expenses, tax, national insurance or other costs are deducted.

## Expenses

The direct expenses that barristers pay before reaching their income threshold typically amount to 20%-40% of gross earnings.

## Median

Throughout this report we use median rather than mean as the standard average for gross earnings. The median average is the middle value in the series, with 50% of barristers earning less than this, and 50% earning more.

The mean is easily skewed by barristers with very high gross earnings, and this happens for almost every data split we look at in this paper; the mean figure is above the median and does not reflect what a typical barrister could expect to earn.

## Earnings 'gap'

We define the gender earnings gap as the difference between the median earnings of men and women, expressed as a proportion of men's median earnings.

## Rounding

All earnings amounts in this report have been rounded to the nearest 100.

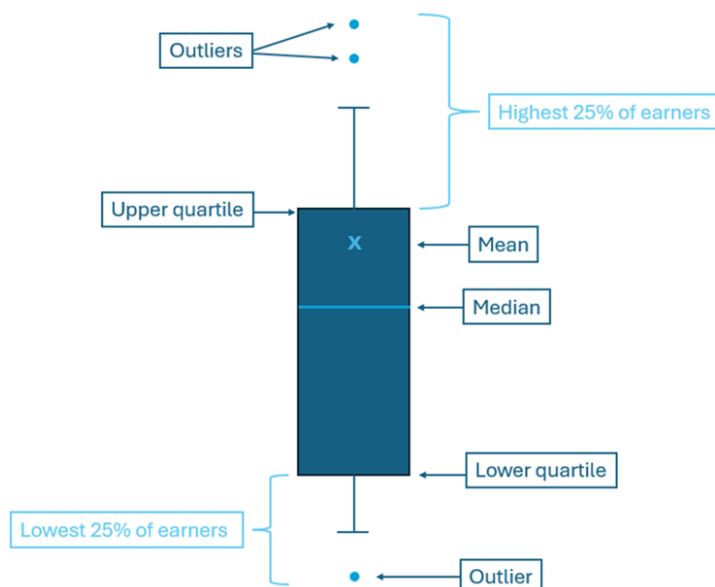
## Practice area

Barristers are grouped by practice area according to earnings. Those barristers considered in any one area (eg crime, family, commercial and Chancery) are those who self declared that 80% or more of their gross fee income was in that area of practice in the preceding calendar year.

Many barristers have a mixed practice and do not specialise in any one area to this extent.

## Box and whisker charts

Throughout this report we have used 'box and whisker' charts to represent how the data is distributed.



In a box and whisker chart, the box represents the range of gross earnings if you exclude the top 25% and bottom 25% of earners. The highest and lowest earners are represented by a line (whisker) extending above and below the box.

The mean is represented by an **X** and the median is the **line** in the box.

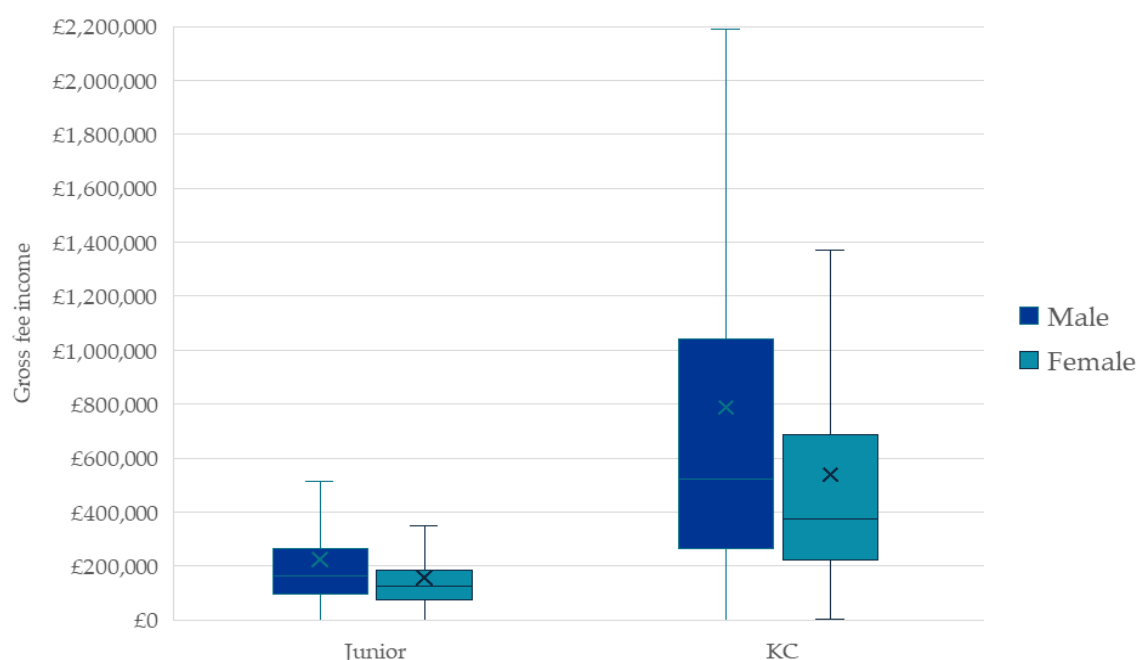
The data in this report excludes outliers which are datapoints beyond 1.5 times the interquartile range. This means the length of the whisker can be up to 1.5 times the height of the box.

Using this method ensures most barristers are counted and focuses attention on the typical range of gross earnings for a particular group.

# Earnings by sex at the self-employed Bar

Women are earning less than men at junior and silk (ie King's Counsel, or KC) level at the self-employed Bar.

**Figure 1: Earnings of self-employed barristers by sex, 2024<sup>6</sup>**



At junior level, men's average (median) earnings are £162,800, while women's are £124,000. Women are earning 76% of men's earnings on average – nearly a quarter less.

The earnings of junior women in the top quartile (the highest earning 25%) are significantly (31%) less than those of men in the top quartile.

At KC level, men's average earnings are £520,100, while women's are lower at £374,500. Women silks are earning on average 72% of their male colleagues' median gross earnings.

There is a 17% gap between the average earnings of the lower earning (25<sup>th</sup> percentile) male and female silks. However, the top range of earnings for male silks extends considerably higher. The highest 25% of male KC earners are earning on

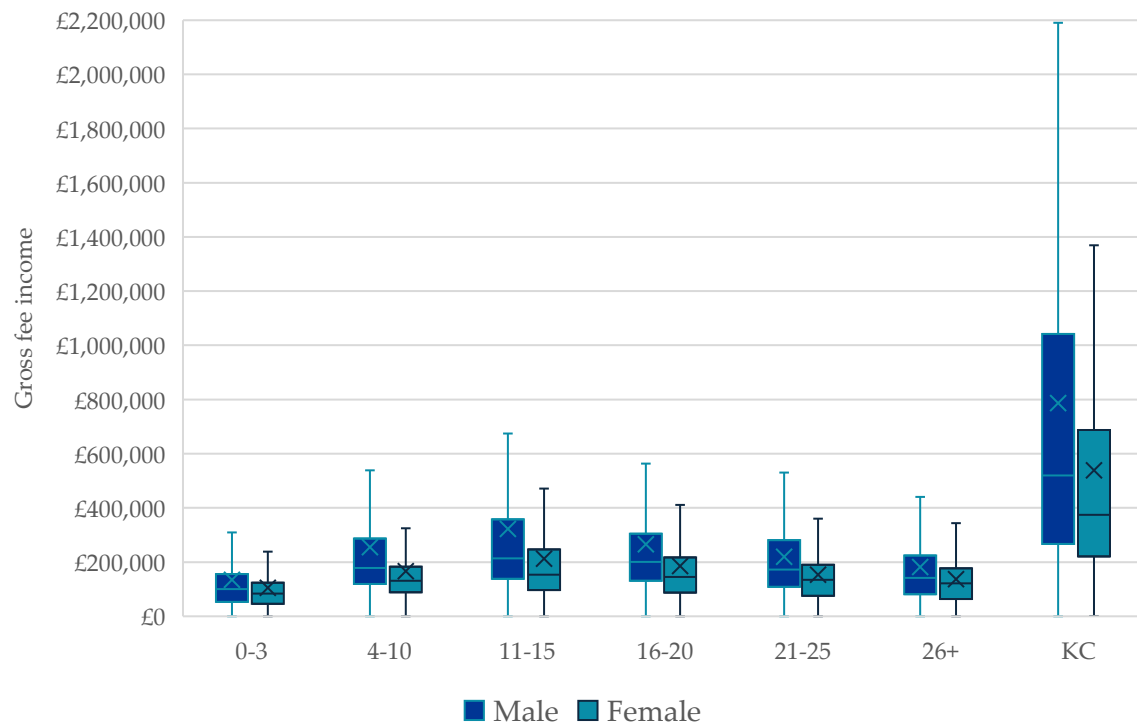
<sup>6</sup> See also Annex 1

average over £1,041,000, while the highest earning 25% of women silks are earning over £687,000. This represents a 34% gap.

## Earnings by sex and PQE

In every PQE band, men's median earnings are higher than women's.

**Figure 2: Earnings of self-employed barristers by sex and PQE, 2024<sup>7</sup>**



Right at the beginning of a barrister's career, women are earning 17% less than men. To put it another way, women are earning on average 83% of what men are earning in the 0-3 PQE band. This gap widens and peaks at the 11-15 and 16-20 PQE bands, when women are earning 28% less than men. The gap then shrinks again among 'senior juniors'. In the 21-25 PQE band, the median earnings gap is 22%. At the 26+ PQE band, women on average are earning 15% less than men.

If a barrister reaches silk, both men and women see a significant increase in their earnings, yet the earnings gap between men and women widens again. Female silks are earning 28% less on average than their male counterparts.

<sup>7</sup> See also Annex 2

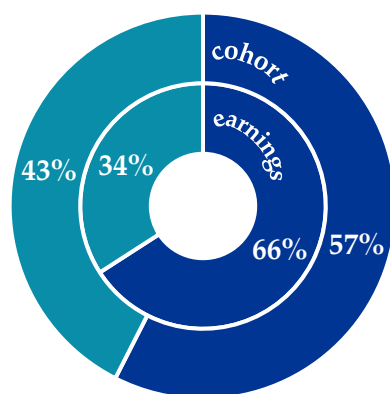
In every PQE band, the highest earning men earn more than the highest earning women. Again, the disparity in gross earnings does not appear to be a result of more men working at the self-employed Bar, as the following doughnut charts show.

In the doughnut charts, the **outer ring** represents the total number of barristers, the **inner ring** is total gross earnings.

In the last 4-year period (2021-2024) median earnings at the Bar increased for men and women. However, women's earnings increased by less than men's. This means the earnings gap will increase over time if this trend continues.

---

**Figure 3: Self-employed barristers by sex (outer ring – 'cohort') and gross earnings (inner ring) by sex, junior**

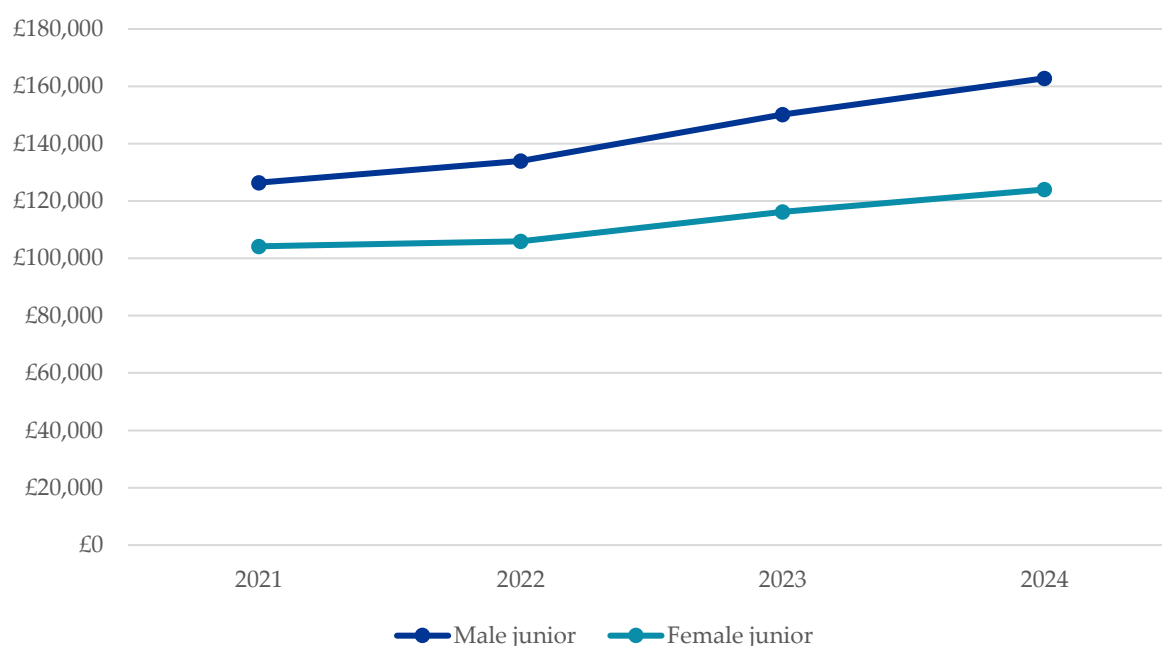


■ Male ■ Female

43% of junior barristers are women. They account for 34% of the gross earnings.

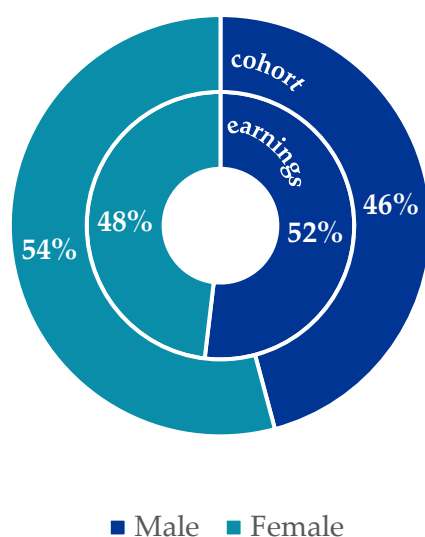
The gap between male and female junior barristers' median gross earnings is 24% (see figure 4).

**Figure 4: Median earnings trend of self-employed juniors, 2021-2024<sup>8</sup>**



Junior men's median earnings increased by 29% (from £126,400 to £162,800) and junior women's by 19% (from £104,200 to £124,000).

**Figure 5: Self-employed barristers by sex (outer ring – 'cohort') and gross earnings (inner ring) by sex, 0-3 PQE**

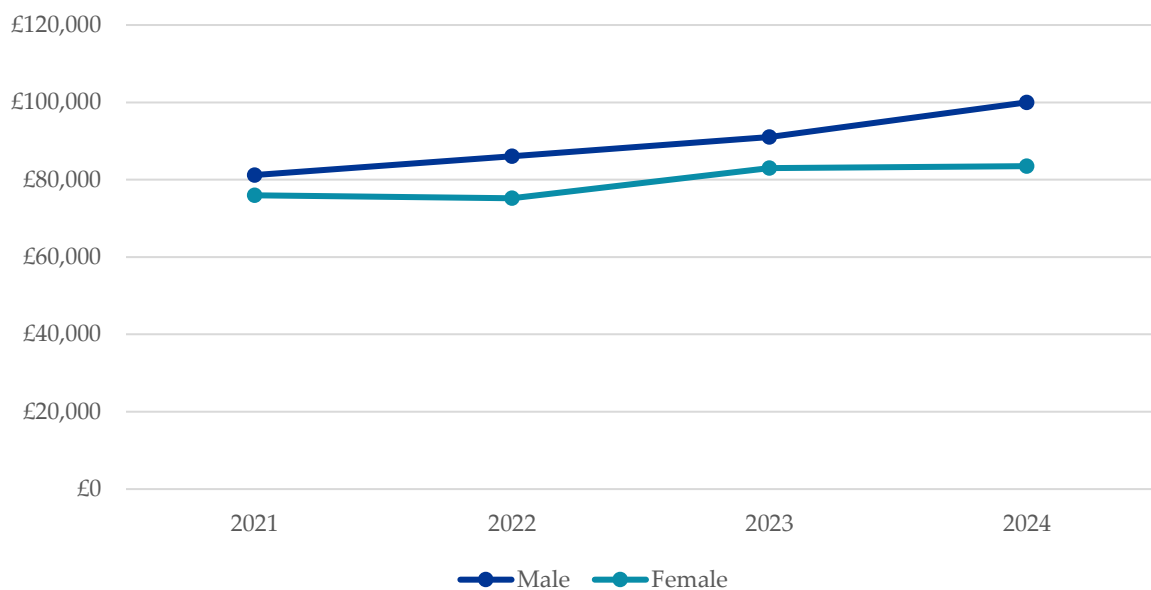


54% of barristers in the 0-3 years PQE band are women. They account for 48% of the gross earnings.

The gap between men's and women's median gross earnings in this PQE band is 17% (see figure 6).

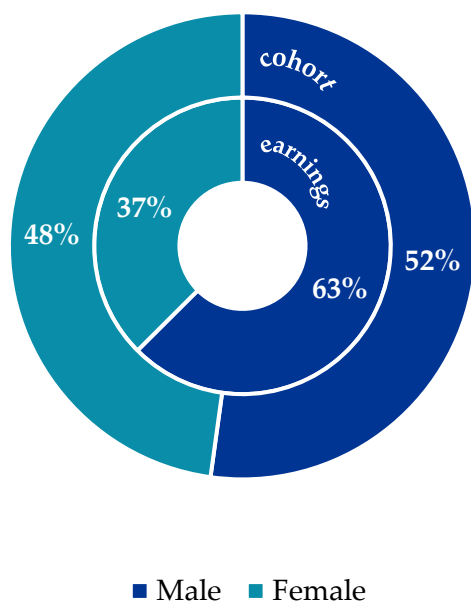
<sup>8</sup> See also Annex 7

**Figure 6: Median earnings trend of self-employed barristers with 0-3 PQE, 2021-2024**



The median earnings of male barristers with 0-3 PQE increased by 23% (from £81,200 to £100,000) and female barristers with 0-3 PQE by 10% (from £76,000 to £83,500).

**Figure 7: Self-employed barristers by sex (outer ring – ‘cohort’) and gross earnings (inner ring) by sex, 4-10 PQE**

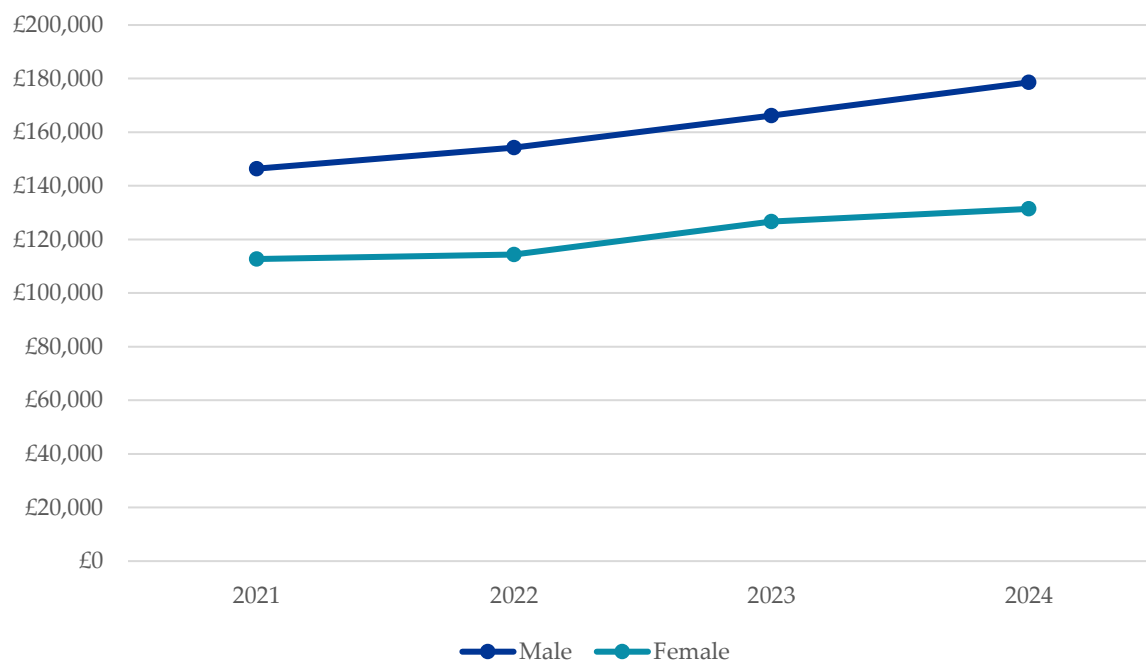


48% of barristers in the 4-10 PQE band are women. They account for 37% of the gross earnings.

The gap between men's and women's median gross earnings in this PQE band is 26% (see figure 8).

---

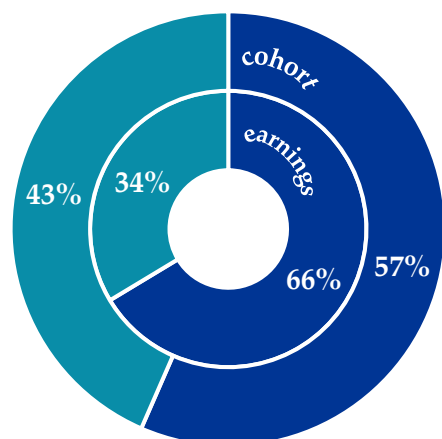
**Figure 8: Median earnings trend of self-employed barristers with 4-10 PQE, 2021-2024**



---

The median earnings of male barristers with 4-10 PQE increased by 22% (from £146,400 to £178,600) and female barristers with 4-10 PQE by 17% (from £112,700 to £131,400).

**Figure 9: Self-employed barristers by sex (outer ring – ‘cohort’) and gross earnings (inner ring) by sex, 11-15 PQE**

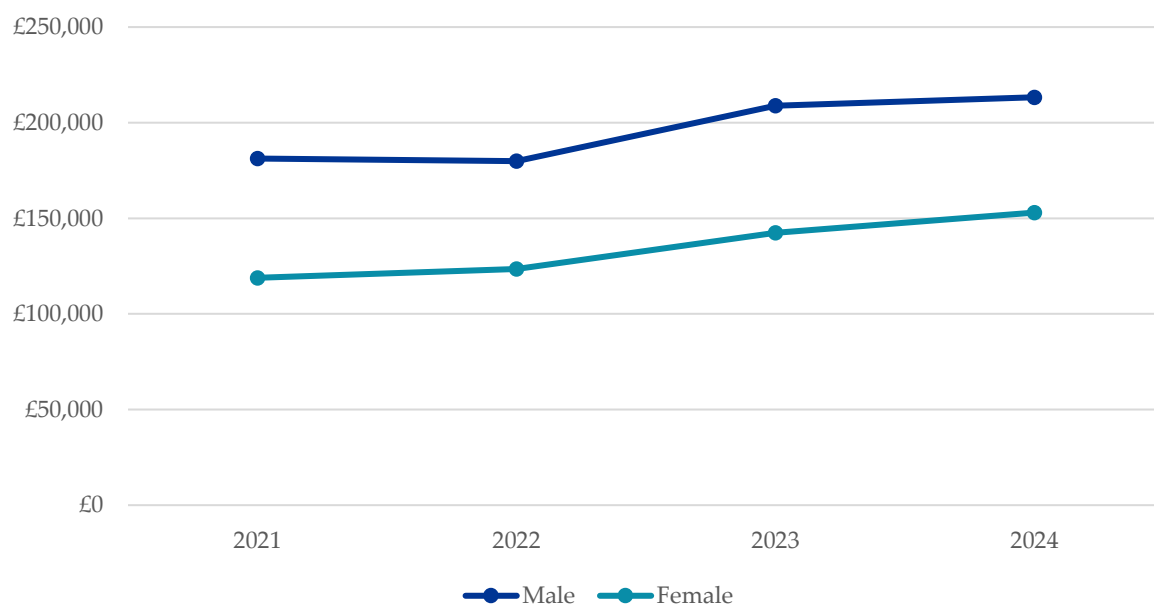


43% of barristers in the 11-15 PQE band are women. They account for 34% of the gross earnings.

The gap between men's and women's median gross earnings in this PQE band is 28% (see figure 10).

■ Male ■ Female

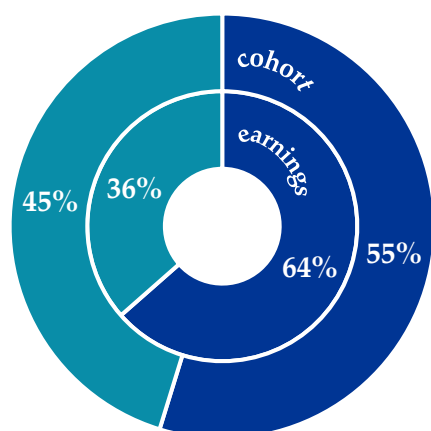
**Figure 10: Median earnings trend of self-employed barristers with 11-15 PQE, 2021-2024**



The median earnings of male barristers with 11-15 PQE increased by 18% (from £181,200 to £213,300) and female barristers with 11-15 PQE by 29% (from £118,900 to £153,000).

---

**Figure 11: Self-employed barristers by sex (outer ring – ‘cohort’) and gross earnings (inner ring) by sex, 16-20 PQE**



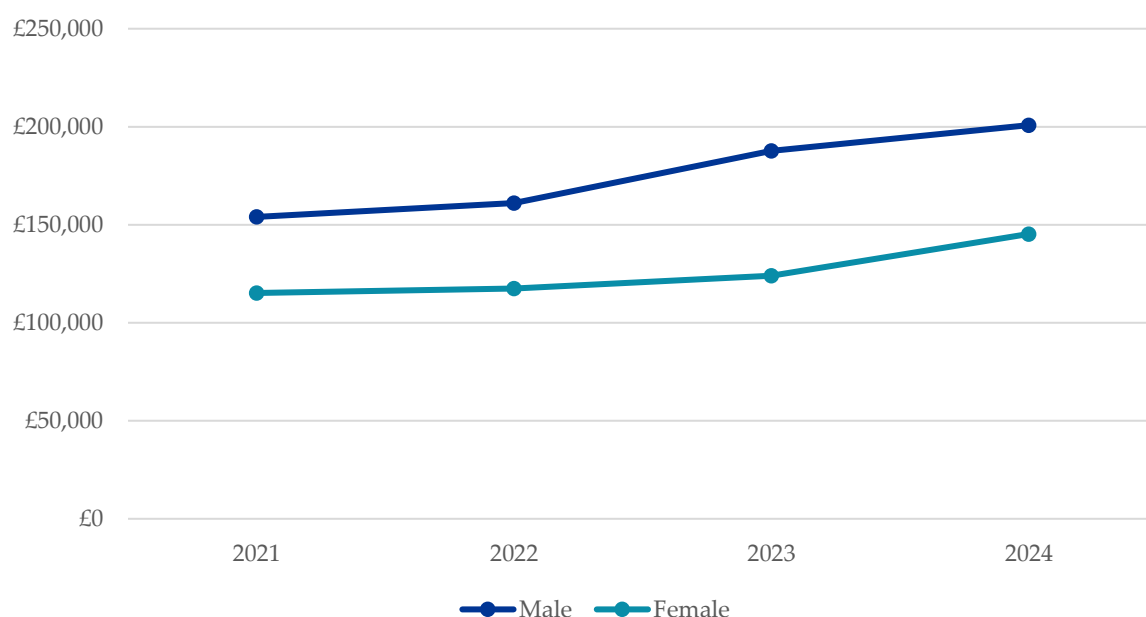
■ Male ■ Female

45% of barristers in the 16-20 PQE band are women. They account for 36% of the gross earnings.

The gap between men's and women's median gross earnings in this PQE band is 28% (see figure 12).

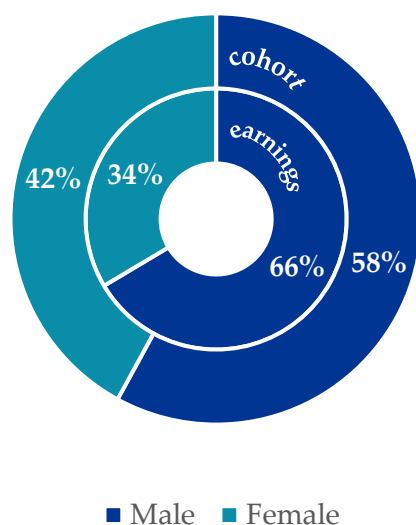
---

**Figure 12: Median earnings trend of self-employed barristers with 16-20 PQE, 2021-2024**



The median earnings of male barristers with 16-20 PQE increased by 30% (from £154,000 to £200,800) and female barristers with 16-20 PQE by 26% (from £115,200 to £145,300).

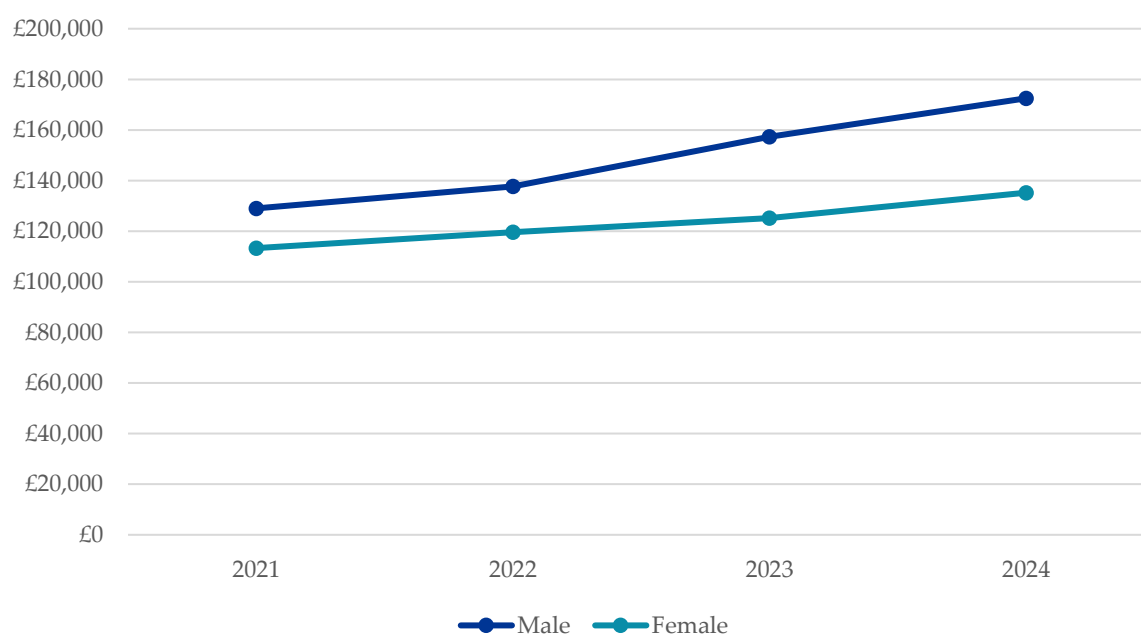
**Figure 13: Self-employed barristers by sex (outer ring – ‘cohort’) and gross earnings (inner ring) by sex, 21-25 PQE**



42% of barristers in the 21-25 PQE band are women. They account for 34% of the gross earnings.

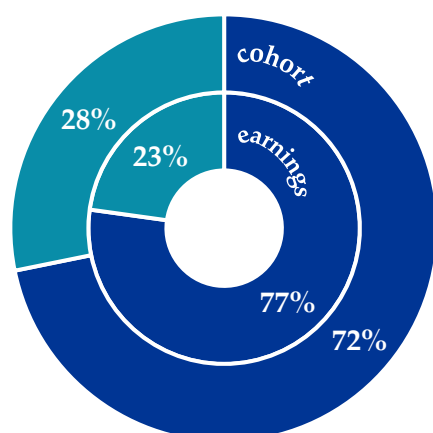
The gap between men's and women's median gross earnings in this PQE band is 22% (see figure 14).

**Figure 14: Median earnings trend of self-employed barristers with 21-25 PQE, 2021-2024**



The median earnings of male barristers with 21-25 PQE increased by 34% (from £129,000 to £172,500) and female barristers with 21-25 PQE by 19% (from £113,300 to £135,200).

**Figure 15: Self-employed barristers by sex (outer ring – ‘cohort’) and gross earning (inner ring) by sex, 26+ PQE**

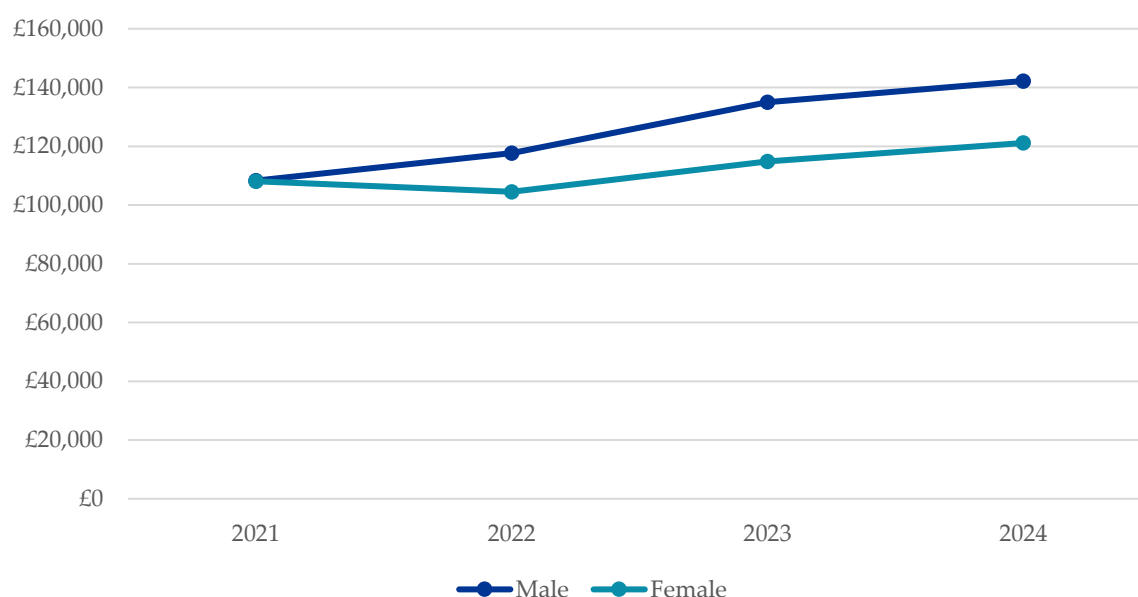


28% of barristers in the 26+ PQE band are women. They account for 23% of the gross earnings.

The gap between men's and women's median gross earnings in this PQE band is 15% (see figure 16).

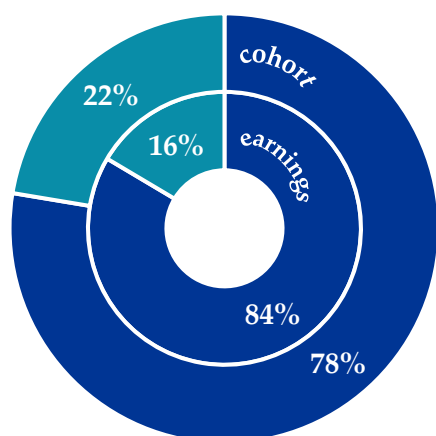
■ Male ■ Female

**Figure 16: Median earnings trend of self-employed barristers with 26+ PQE, 2021-2024**



The median earnings of male barristers with 26+ PQE increased by 31% (from £108,300 to £142,200) and female barristers with 26+ PQE by 12% (from £108,100 to £121,100).

**Figure 17: Self-employed barristers by sex (outer ring – ‘cohort’) and gross earnings (inner ring) by sex, KC**

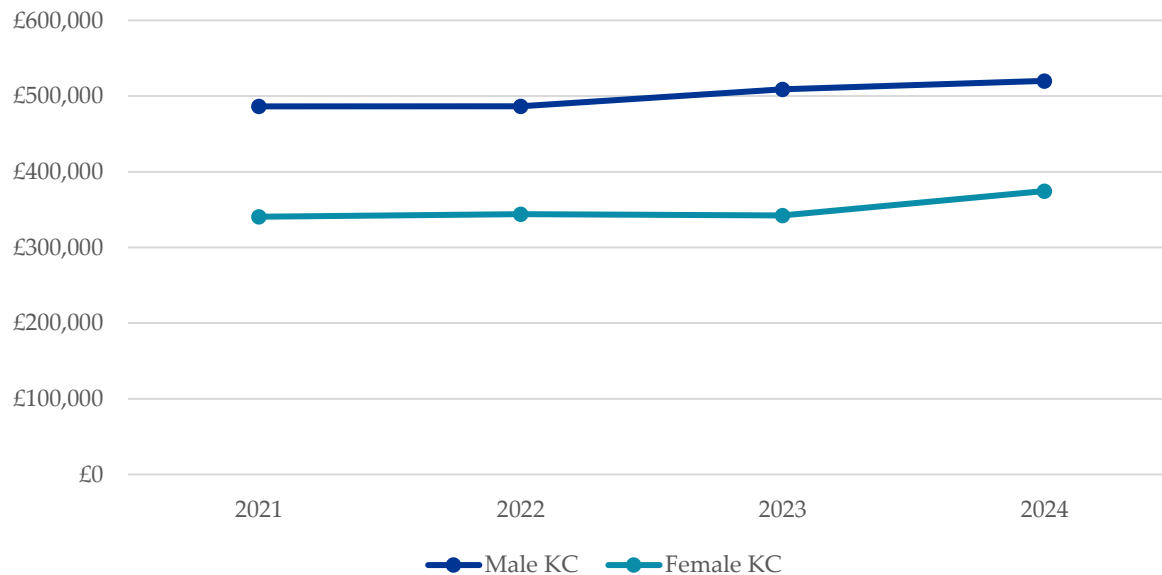


■ Male ■ Female

22% of KCs are women. They account for 16% of the gross earnings.

The gap between male and female KCs' median gross earnings is 28% (see figure 18).

**Figure 18: Median earnings trend of self-employed KCs, 2021-2024<sup>9</sup>**

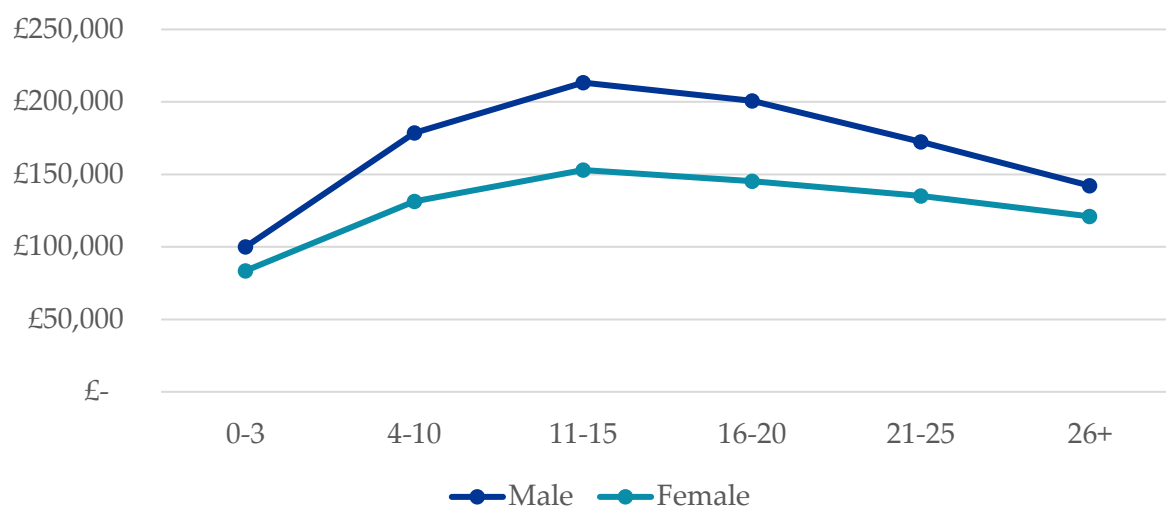


<sup>9</sup> See also Annex 8

Female KCs saw a slight narrowing of the earnings gap over the last 4 years (down 2% from 30% in 2021 to 28% in 2024). Male KCs' median earnings increased by 7% (from £486,400 to £520,100) and women KCs by 10% (from £340,600 to £374,500).

Figure 19 shows the pattern in median earnings of men and women across the PQE bands. It shows the gap is present right at the start of a barrister's career, widens in mid-career and narrows again amongst senior juniors.

**Figure 19: Median earnings of self-employed junior barristers by PQE band, 2024<sup>10</sup>**

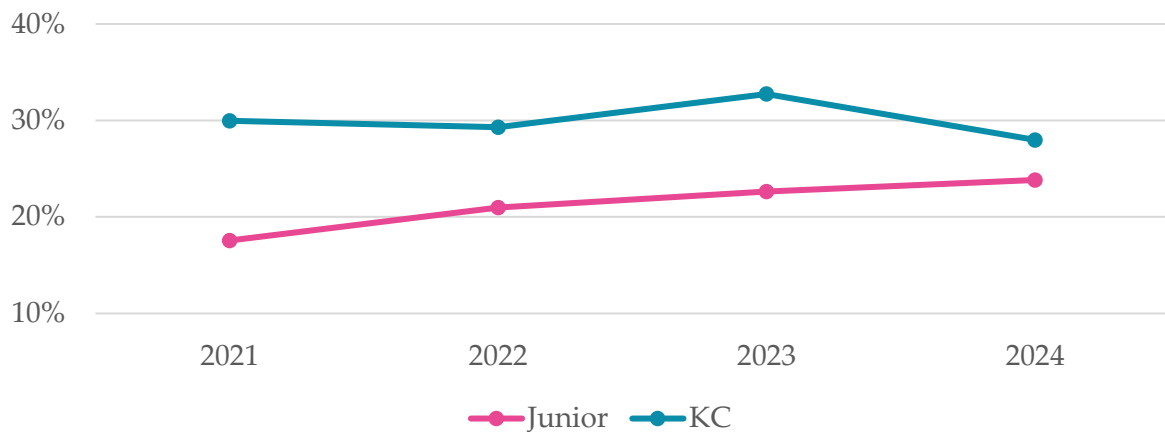


<sup>10</sup> See also Annex 2

Figure 20 shows the trend in the earnings gap at the self-employed Bar from 2021 to 2024. As we see in the trend for juniors (pink line), any disparity in earnings growth will result in the earnings gap continuing to widen over time. For barristers who take silk (the blue line), the gap is wider overall but has reduced over the last year.

---

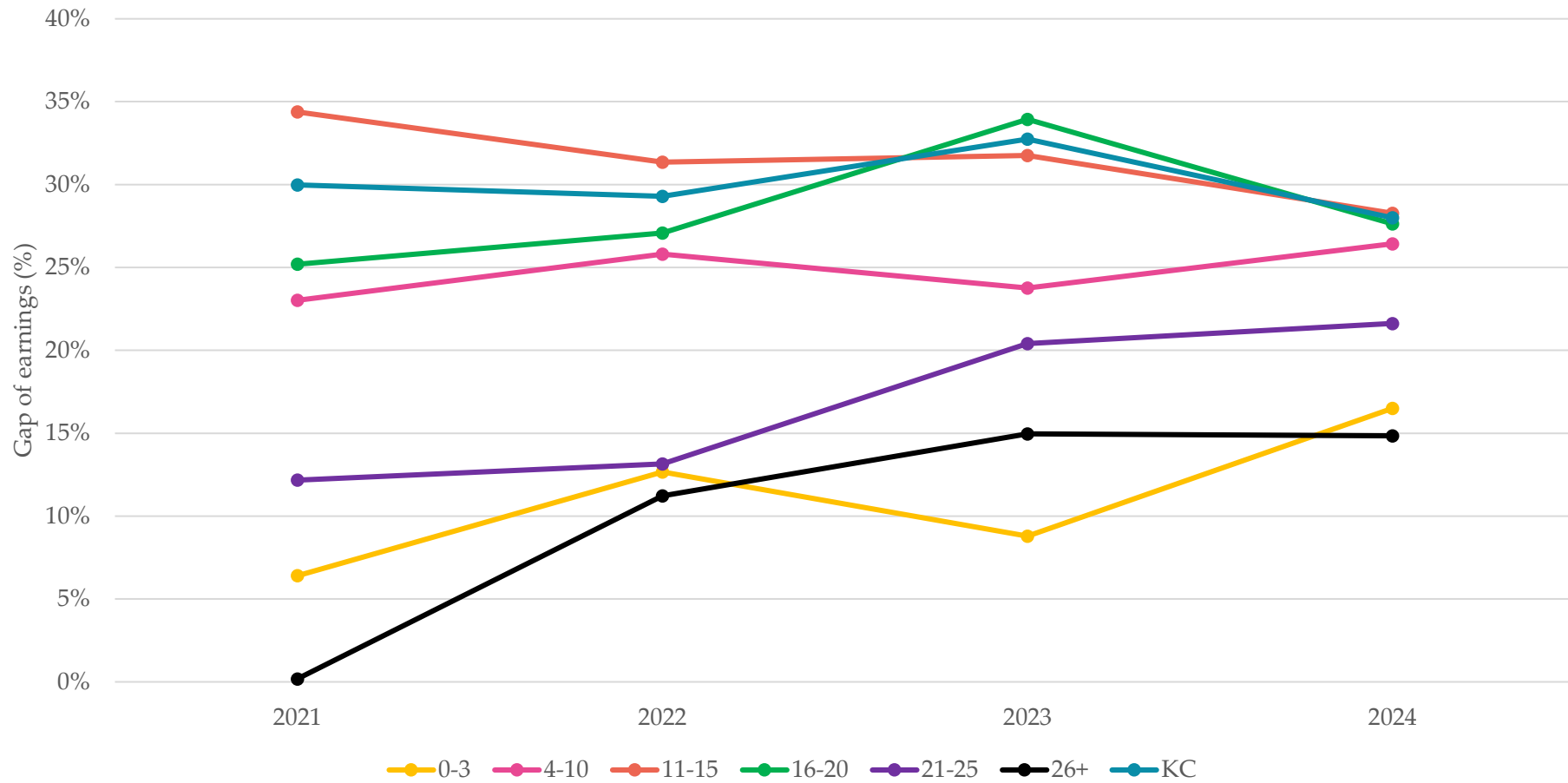
**Figure 20: Earnings gap trend at the self-employed Bar, 2021-2024<sup>11</sup>**



---

<sup>11</sup> See also Annexes 7 and 8

Figure 21: Earnings gap – self-employed barristers by PQE trend, 2021-2024<sup>12</sup>



<sup>12</sup> See also Annex 9

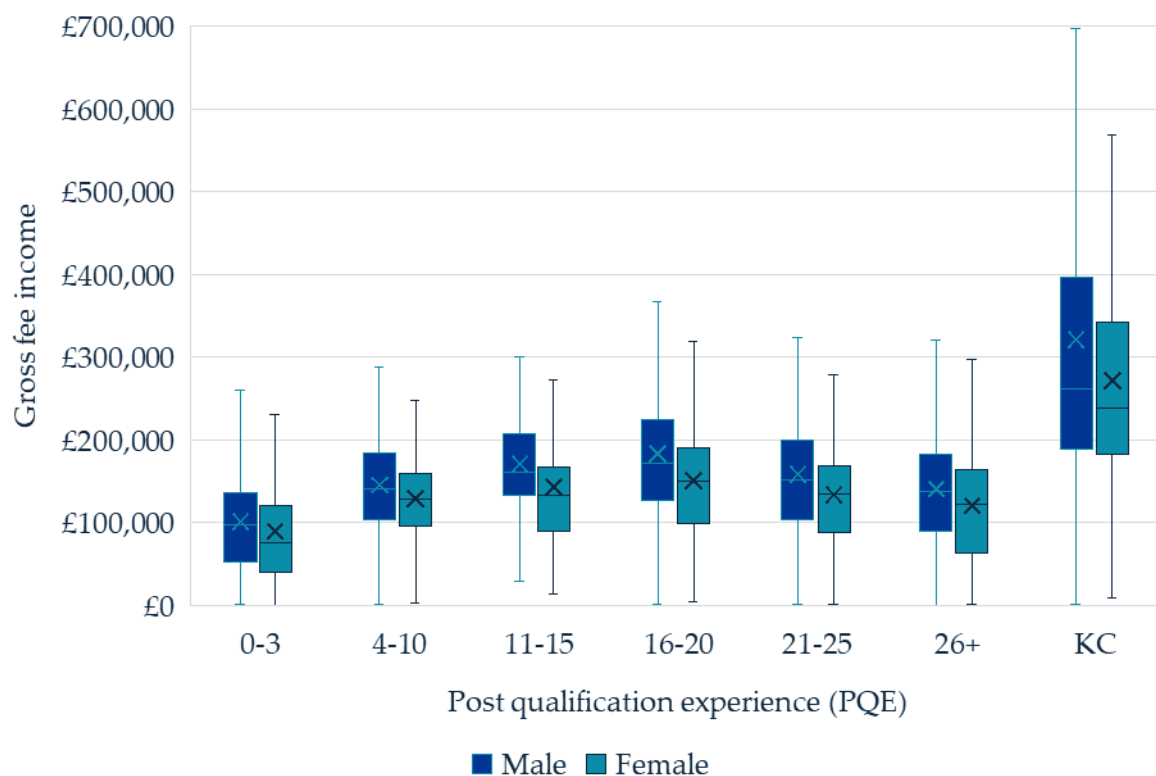
# Earnings by sex and practice area

Earnings gaps persist across every practice area, increasing from 0-3 years PQE band to the highest at mid-career level and at KC level. The highest earning men are consistently earning more than the highest earning women.

## Crime

This group covers 3,180 barristers declaring 80% or more of their gross income from criminal law.

**Figure 22: Median earnings of self-employed criminal barristers by PQE and sex, 2024<sup>13</sup>**



Women's median earnings are below men's at all experience levels in criminal practice.

<sup>13</sup> See also Annex 3

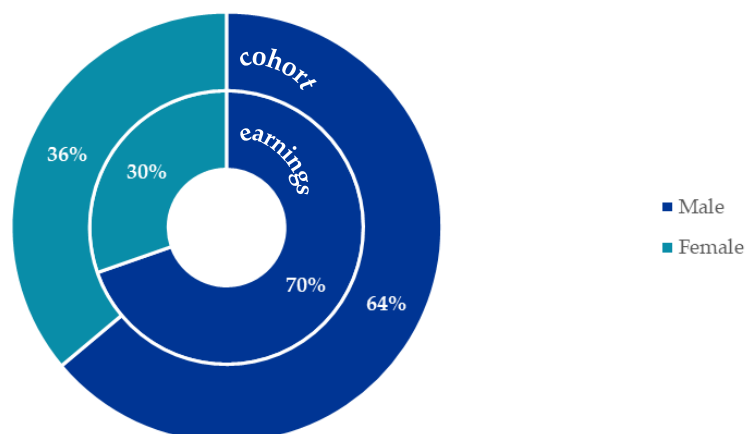
The gap is largest at the start of a barrister's career, at 0-3 PQE. Women barristers in this experience level are earning 78% of what their male colleagues earn (earnings gap at 22%).

The earnings gap then drops by more than half to 10% at 4-10 PQE and increases again to 17% at 11-15 PQE. Following that, the gap gradually decreases by each PQE band. Silk is the experience level with the smallest gap. Female silks are earning a median average of 9% less than their male colleagues.

The higher earning quartile of male silks has a median gross fee income of over £396,100, while women in the higher quartile earn over £342,900. This represents a 13% gap.

---

**Figure 23: Self-employed criminal barristers by sex (outer ring – 'cohort') and gross earnings by sex (inner ring), 2024**

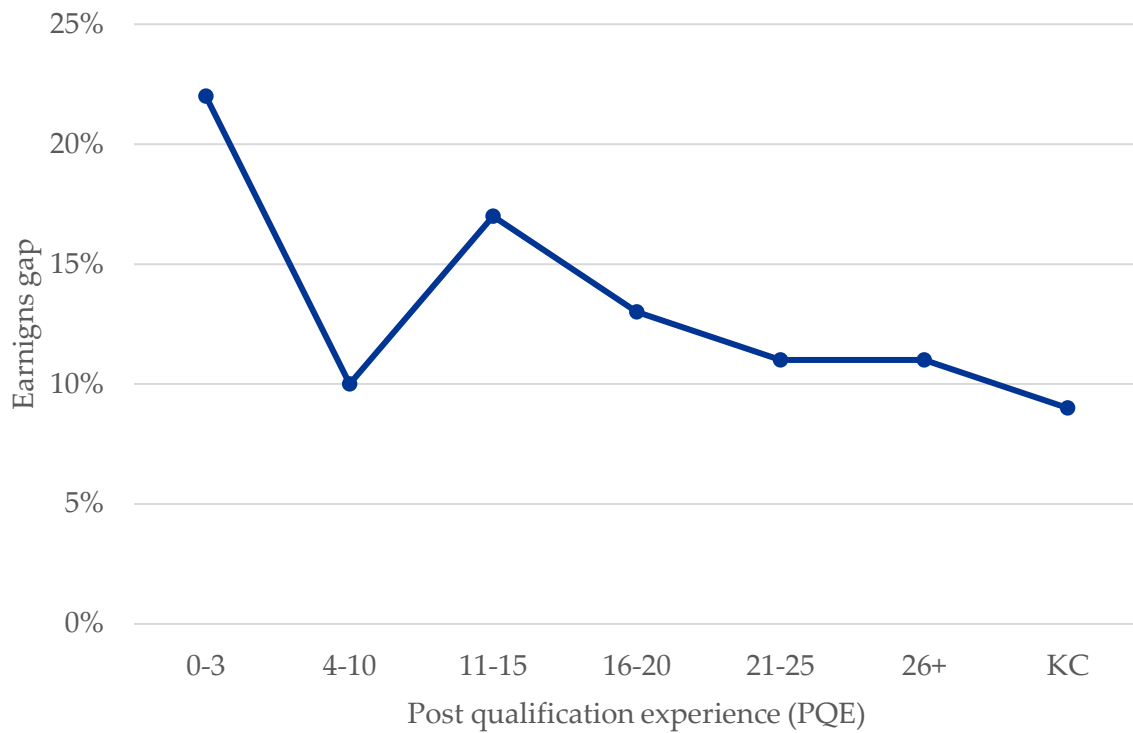


---

Overall, women make up 36% of barristers with 80%+ of their practice in crime and earn 30% of the earnings in that practice area.

---

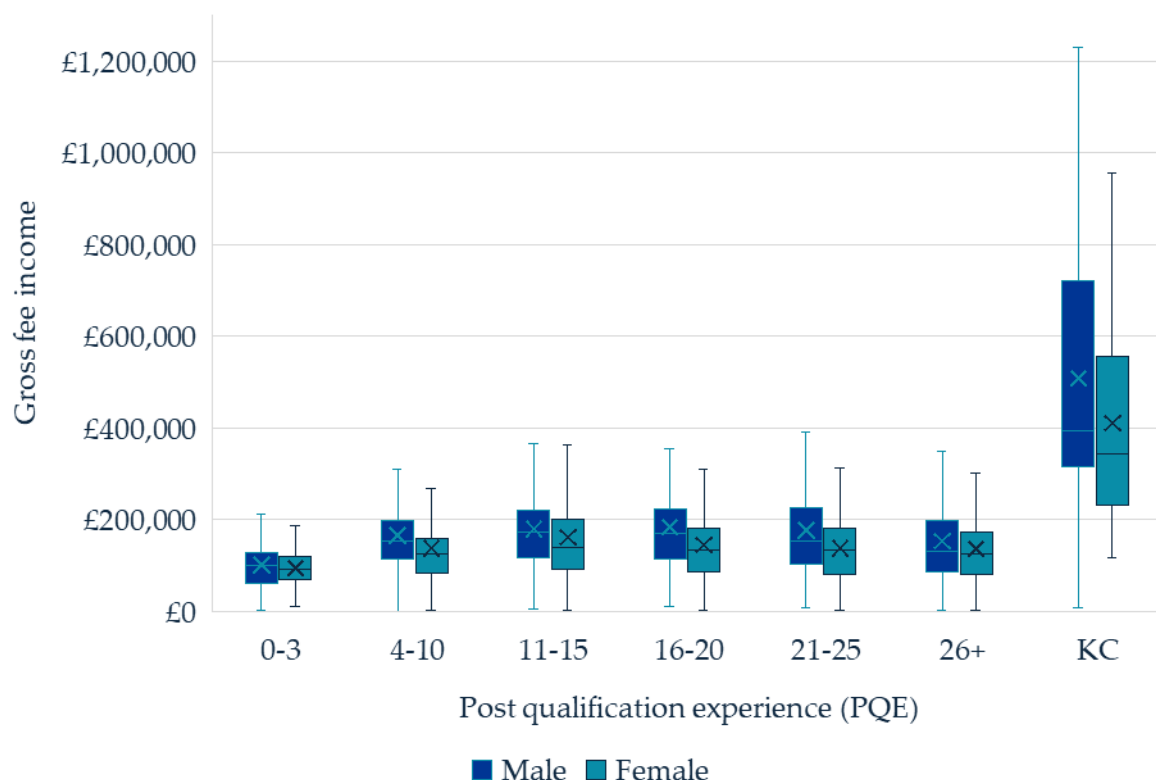
**Figure 24: Earnings gap – criminal barristers by PQE band, 2024**



## Family

This group covers 2,446 barristers declaring 80% or more of their gross fee income from family law.

**Figure 25: Median earnings of self-employed family barristers by PQE and sex, 2024<sup>14</sup>**



64% of family barristers are women. Family is the only area of practice at the Bar where there are more women than men. Yet across all PQE bands, men's median gross fee income is higher than women's.

This earnings gap can be seen at every stage of a family barrister's career. At the start of a barrister's career in the 0-3 years PQE band, on average women are earning 10% less than those of men and the highest earning men are earning more than the highest earning women. However, the lower earning women are earning more (13%) than the lower earning men.

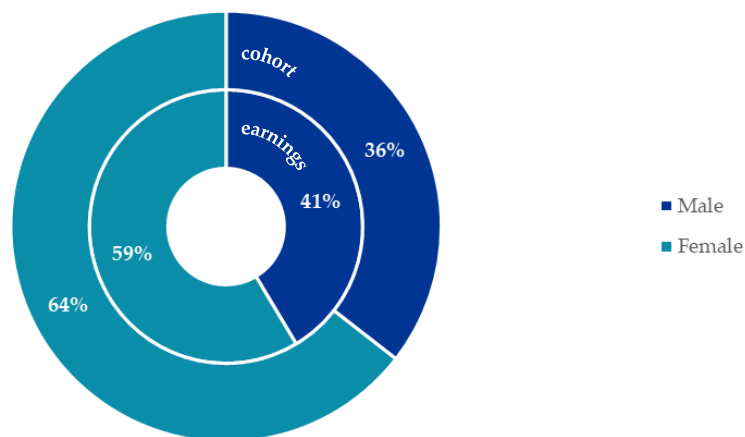
<sup>14</sup> See also Annex 4

The gap then increases at the next PQE band and peaks at 16-20 PQE (21%) – women are earning on average 79% of what men are earning.

At KC level, there is a 13% gap in the median earnings between men and women in family law. The highest earning women are earning 23% less than the highest earning men.

---

**Figure 26: Self-employed family barristers by sex (outer ring – ‘cohort’) and gross earnings by sex (inner ring), 2024**



---

Overall, women make up 64% of barristers with 80%+ of their practice in family and earn 59% of the earnings in that practice area.

---

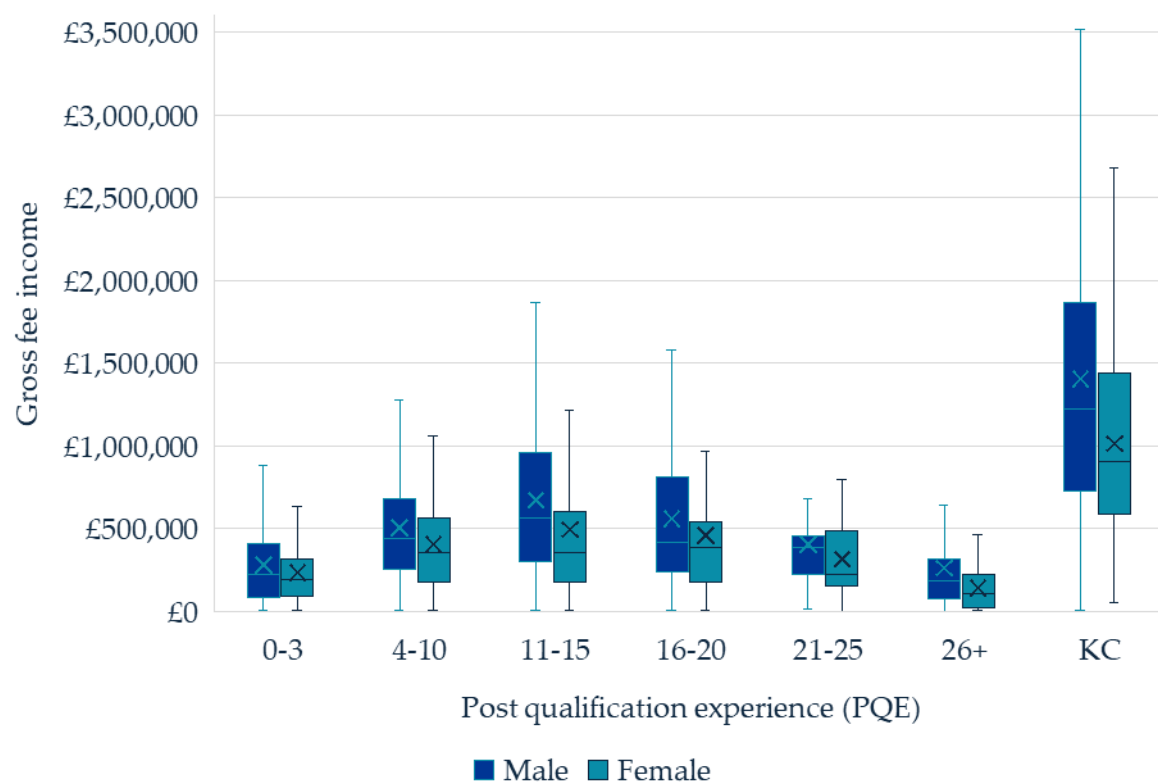
**Figure 27: Earnings gap – family barristers by PQE band, 2024**



## Commercial and Chancery

This group covers 1,235 barristers declaring 80% or more of their gross fee income from commercial and Chancery law.

**Figure 28: Median earnings of self-employed commercial and Chancery barristers by PQE and sex, 2024<sup>15</sup>**



At 22%, there is a lower representation of women in commercial and Chancery than in any other of the main areas of practice considered in this report. We also see the highest overall earning and the widest earnings gaps.

During the early years of practice (0-3 years PQE), women's median gross fee earnings are 13% less than men's. The top quartile of women's earnings at this experience level starts at 22% lower than the top quartile of men's earnings. However, the lower earning women at this experience level earn more (6%) than the lower earning men.

<sup>15</sup> See also Annex 5

The median earnings gap then grows and reaches the first peak at 11-15 PQE (37%), followed by a sharp drop at 16-20 years PQE (7%). 16-20 PQE is the experience level with the smallest earnings gap (7%) compared to all other experience levels.

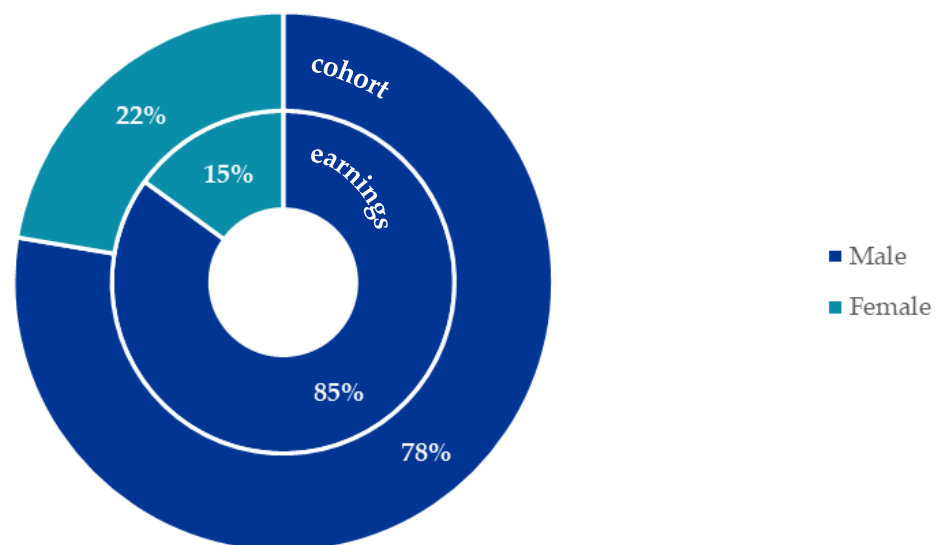
The earnings gap then sharply reaches the second peak at 21-25 PQE (43%). This means male barristers with 21-25 PQE on average earn 43% more than their female colleagues. This is the biggest earnings gap among all PQE bands and single practice areas that we are looking at in this report. What is interesting, however, is that the higher earning women at 21-25 PQE earn slightly more (7%) than the higher earning men at this level.

The median earnings gap at 26+ PQE is 40%. The lower earning men earn 75% more than the lower earning women at this level.

The earnings gap at KC level is not as stark in comparison (26% earnings gap).

---

**Figure 29: Self-employed commercial and Chancery barristers by sex (outer ring – ‘cohort’) and gross earnings by sex (inner ring), 2024**

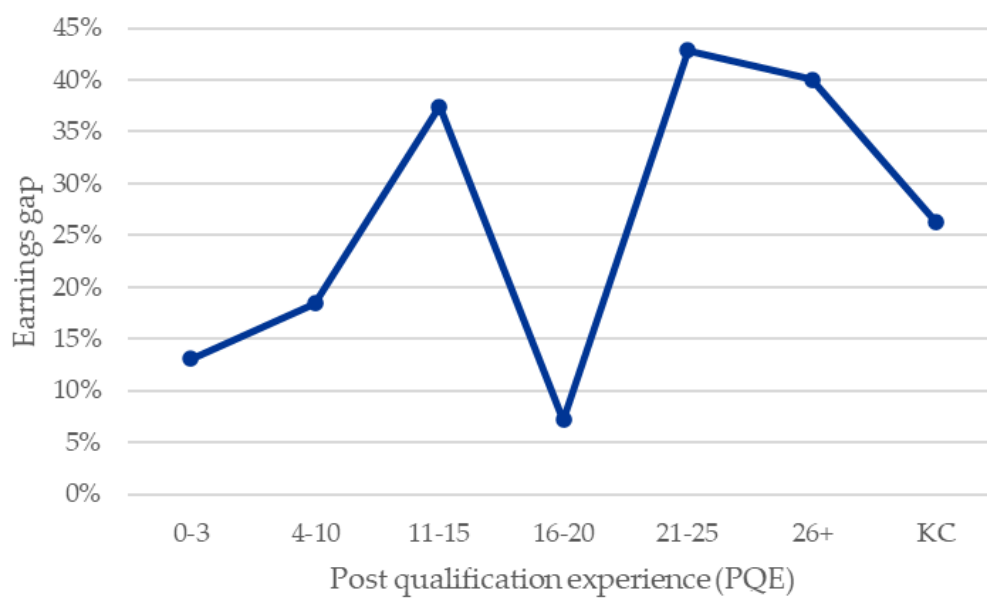


---

Overall, women make up 22% of barristers with 80%+ of their practice in commercial and Chancery and earn 15% of the earnings in that practice area.

---

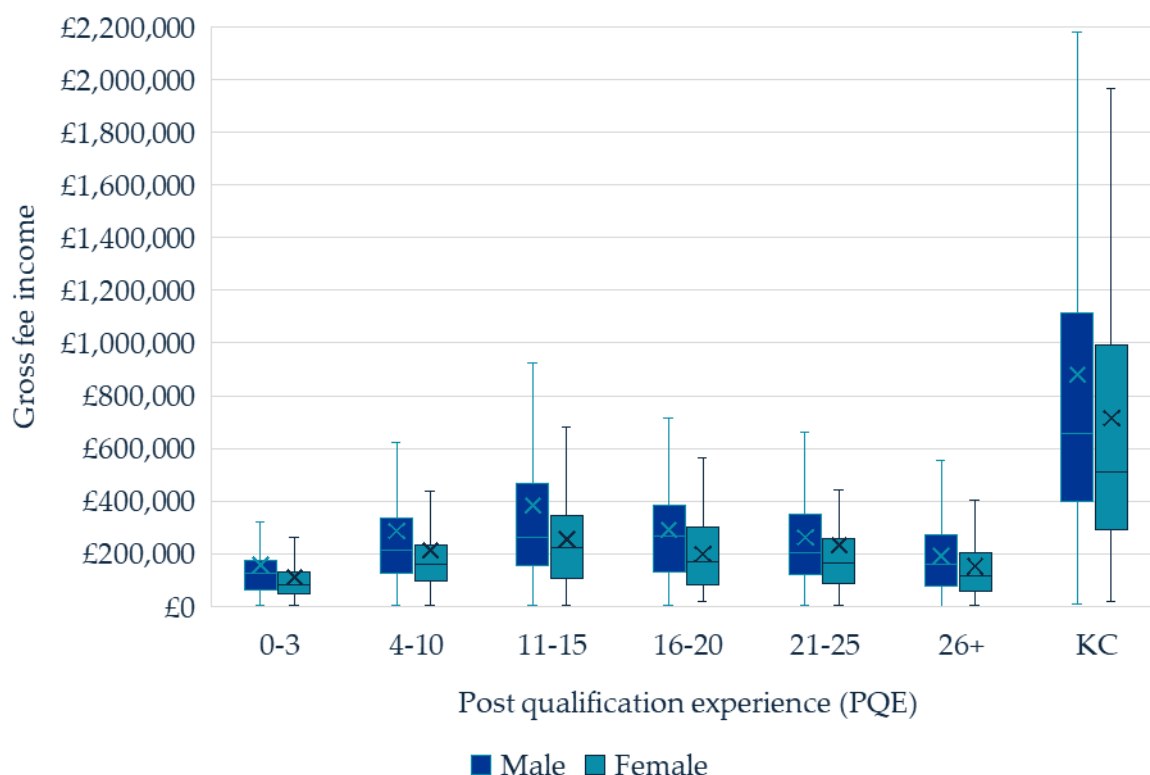
**Figure 30: Earnings gap – commercial and Chancery barristers by PQE band, 2024**



## General civil

This group covers 2,449 barristers with no specific civil specialism (ie those who do not declare over 80% of their gross fee income in any one civil area).

**Figure 31: Median earnings of self-employed general civil barristers by PQE and sex, 2024<sup>16</sup>**



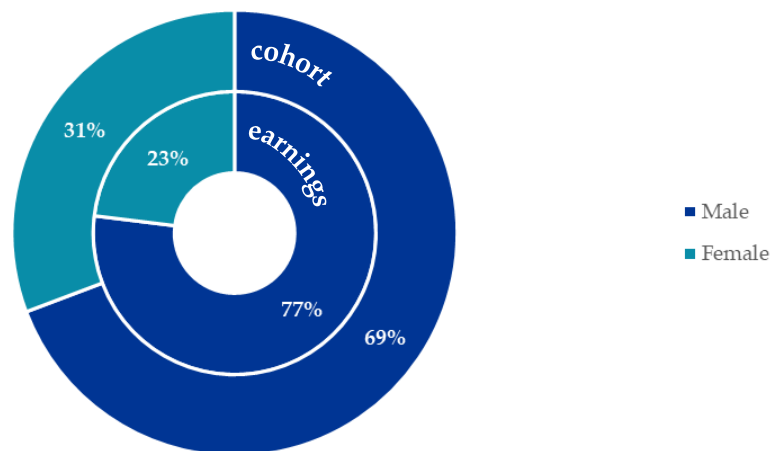
New women practitioners (0-3 years PQE) are earning 66% of their male colleagues' earnings (34% gap). The earnings gap starts to lower at 4-10 PQE and becomes the smallest at mid-career level (11-15 PQE). Women at 11-15 PQE are earning 86% of their male colleagues' earnings (14% gap).

At 16-20 PQE, the gap sharply reaches its peak at 36%. At this experience level, women earn 64% of their male colleagues. The gap in earnings then decreases to 21% and 27% for 21-25 PQE and 26+ PQE respectively.

At KC level, men on average earn 22% more than women.

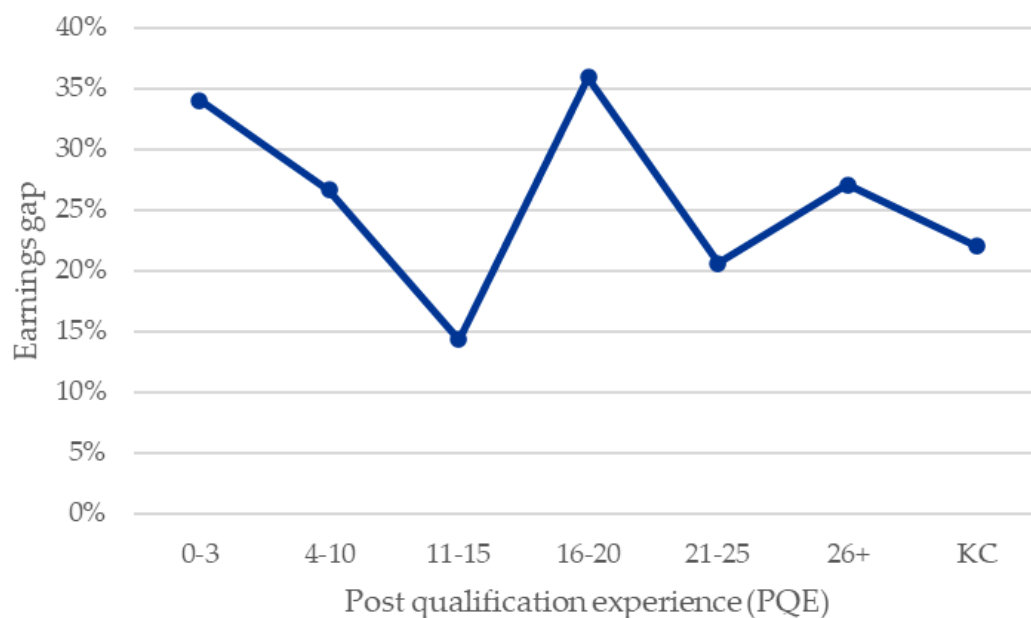
<sup>16</sup> See also Annex 6

**Figure 32: Self-employed general civil barristers by sex (outer ring – ‘cohort’) and gross earnings by sex (inner ring), 2024**



Overall, women make up 31% of barristers with 80%+ of their practice in general civil and earn 23% of the earnings in that practice area.

**Figure 33: Earnings gap – general civil barristers by PQE band, 2024**



---

**For more information about the data, to see more detailed data specific to practice areas, or to learn more about modernising the Bar initiatives, please contact [equality@barcouncil.org.uk](mailto:equality@barcouncil.org.uk)**

---

# Annexes

## Annex 1: Median earnings of self-employed barristers by sex, 2024

| Experience level | Male median | Female median | Gap |
|------------------|-------------|---------------|-----|
| Junior           | £162,800    | £124,000      | 24% |
| KC               | £520,100    | £374,500      | 28% |

## Annex 2: Median earnings of self-employed barristers by PQE and sex, 2024

| PQE band | Male median | Female median | Gap |
|----------|-------------|---------------|-----|
| 0-3      | £100,000    | £83,500       | 17% |
| 4-10     | £178,600    | £131,400      | 26% |
| 11-15    | £213,300    | £153,000      | 28% |
| 16-20    | £200,800    | £145,300      | 28% |
| 21-25    | £172,500    | £135,200      | 22% |
| 26+      | £142,200    | £121,100      | 15% |
| KC       | £520,100    | £374,500      | 28% |

## Annex 3: Median earnings of self-employed criminal barristers by PQE and sex, 2024

| PQE band | Male median | Female median | Gap |
|----------|-------------|---------------|-----|
| 0-3      | £96,700     | £75,900       | 22% |
| 4-10     | £141,300    | £127,400      | 10% |
| 11-15    | £161,000    | £133,100      | 17% |
| 16-20    | £171,600    | £149,100      | 13% |
| 21-25    | £150,700    | £133,700      | 11% |
| 26+      | £137,700    | £122,200      | 11% |
| KC       | £261,800    | £237,900      | 9%  |

**Annex 4: Median earnings of self-employed family barristers by PQE and sex, 2024**

| PQE band | Male median | Female median | Gap |
|----------|-------------|---------------|-----|
| 0-3      | £99,700     | £90,100       | 10% |
| 4-10     | £151,700    | £125,800      | 17% |
| 11-15    | £173,000    | £139,300      | 19% |
| 16-20    | £169,000    | £134,300      | 21% |
| 21-25    | £153,200    | £132,900      | 13% |
| 26+      | £129,900    | £125,000      | 4%  |
| KC       | £394,600    | £343,300      | 13% |

**Annex 5: Median earnings of self-employed commercial and Chancery barristers by PQE and sex, 2024**

| PQE band | Male median | Female median | Gap |
|----------|-------------|---------------|-----|
| 0-3      | £222,900    | £193,700      | 13% |
| 4-10     | £437,100    | £356,600      | 18% |
| 11-15    | £564,800    | £353,400      | 37% |
| 16-20    | £417,200    | £387,200      | 7%  |
| 21-25    | £384,400    | £219,700      | 43% |
| 26+      | £179,900    | £107,900      | 40% |
| KC       | £1,223,900  | £902,600      | 26% |

**Annex 6: Median earnings of self-employed general civil barristers by PQE and sex, 2024**

| PQE band | Male median | Female median | Gap |
|----------|-------------|---------------|-----|
| 0-3      | £124,100    | £81,900       | 34% |
| 4-10     | £215,000    | £157,800      | 27% |
| 11-15    | £261,900    | £224,400      | 14% |
| 16-20    | £266,500    | £170,900      | 36% |
| 21-25    | £203,500    | £161,600      | 21% |
| 26+      | £158,500    | £115,600      | 27% |
| KC       | £654,500    | £510,400      | 22% |

### Annex 7: Median earnings of self-employed juniors trend

|               | 2021     | 2022     | 2023     | 2024     |
|---------------|----------|----------|----------|----------|
| Male junior   | £126,400 | £134,000 | £150,200 | £162,800 |
| Female junior | £104,200 | £105,900 | £116,200 | £124,000 |
| Gap           | 18%      | 21%      | 23%      | 24%      |

### Annex 8: Median earnings of self-employed KCs trend

|            | 2021     | 2022     | 2023     | 2024     |
|------------|----------|----------|----------|----------|
| Male KCs   | £486,400 | £486,700 | £508,800 | £520,100 |
| Female KCs | £340,600 | £344,100 | £342,200 | £374,500 |
| Gap        | 30%      | 29%      | 33%      | 28%      |

### Annex 9: Earnings gap – self-employed barristers trend by PQE and sex

| PQE band | 2021 | 2022 | 2023 | 2024 |
|----------|------|------|------|------|
| 0-3      | 6%   | 13%  | 9%   | 17%  |
| 4-10     | 23%  | 26%  | 24%  | 26%  |
| 11-15    | 34%  | 31%  | 32%  | 28%  |
| 16-20    | 25%  | 27%  | 34%  | 28%  |
| 21-25    | 12%  | 13%  | 20%  | 22%  |
| 26+      | 0%   | 11%  | 15%  | 15%  |
| KC       | 30%  | 29%  | 33%  | 28%  |