



The Bar Council

Pupillage Gateway Report 2022





Pupillage Gateway: Report

September 2022

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 (BSB). 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 advertise vacancies and recruit aspirant barristers for pupillage (paid training opportunities) at the Bar.¹ **The Pupillage Gateway is currently used to recruit – rather than advertise only – 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 aspiring barristers who seek to apply for pupillage vacancies. To apply for pupillage, candidates must be confident that they will have completed the vocational component before the advertised date of commencement or have sought (and had approved) a waiver for such from the Bar Standards Board. To start pupillage, applicants must have completed the vocational component within the last five years, unless they have a waiver from the BSB. In a typical year, over half of applicants apply for pupillage having not yet completed the vocational component. **We estimate that 60-70% of all applicants for**

¹ See the [Bar Qualification Manual](#) (Section 4C, paragraph 10).

pupillage use the Pupillage Gateway to make at least one application.² Between 450-600 pupil barristers start pupillage each year, though 2020/21 saw a reduction compared to previous years.³ This reduction may be at least partly due to the impact of the pandemic.

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.⁴

It should be noted that the most recent Gateway process combines AETOs who were recruiting (in early 2022) for pupils to start in Autumn 2022, and other AETOs recruiting for pupils to start in Autumn 2023. 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 appears to have recovered post-pandemic to 486 in total, reaching similar levels to those offered in 2019/20
- The total number of applicants during the 2021/22 recruitment round was 2,782, representing virtually no change compared to the 2020/21 recruitment round
- The number of applicants per Gateway advertisement appears to be steady after a peak of 11.9 applications per Pupillage Gateway vacancy. For vacancies advertised to commence in 2022/23, it increased by 5.6 per cent to 11.4 applicants per vacancy, compared to 10.8 applicants per vacancy advertised to commence in 2021/22
- There is nothing to suggest that those who have not studied law at undergraduate level are at a disadvantage in attaining pupillage

² 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.

³ Bar Standards Board, [Pupillage Statistics](#).

⁴ Bar Standards Board, [BPTC Key Statistics Report](#).

- Academic qualifications are the most significant indicator of successful pupillage applications. Candidates with a first-class degree were 2.4 times more likely to receive an offer as compared to those who attained upper second-class honours; 1 in 4 candidates who obtained Outstanding at the vocational level received an offer of pupillage as compared to 1 in 10 who obtained Very Competent
- Applicants with a scholarship from one of the Inns of Court were three times more likely to receive an offer of pupillage than those without

Data notes

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.⁵ However, it remains open to AETOs to carry out their own selection process outside the Gateway and, with the exception of the information that is contained within their advertisements, the Bar Council does not hold any data in respect of the relevant recruitment processes.

We 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. 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.

Additionally, AETOs may change their main practice area year to year, so we can only make limited comparisons about change over time in relation to practice area. Where possible, we have compared the most recent complete figures from the previous Pupillage Gateway report.⁶

⁵ See the [Bar Qualification Manual](#) (Section 4C, paragraph 10).

⁶ [Pupillage Gateway Report](#) (2021), The Bar Council of England and Wales.

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).⁷

Section B: Applicants

This report will include any candidates who applied to AETOs on the Pupillage Gateway during the 2021/22 recruitment round (i.e., between January 5 and February 9, 2022). 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.

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, not to recruit.

Section C: Outcomes

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.

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 2021 and May 2022, this translated to 122 AETOs advertising 309 pupillages (of a total of 202 AETOs advertising 499 pupillages).
2. All but five of the 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 should be clear from the figures, it should be noted that some AETOs opted to appear under more than one category:

Area of Practice	Number of AETOs
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⁷ For example, in 2020/21, the Bar Standards Board reported 371 registered first six pupillages, compared to 421 pupillages advertised through the Gateway: see Bar Standards Board, [Pupillage Statistics](#) and page 6 of this report.

Chancery	28
Commercial	34
Crime	37
Family	39
General Civil	41
Mixed Practice	41
No Response Received	28

3. The 'First Round', 'Second Round' and 'Offer Made' data is likely to be slightly comprised as we know that some AETOs fail to properly update the status of their candidates.

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

- The number of pupillages advertised to start during the financial year 2022/23, stands at 486 (compared to 490 in 2019/20 and 421 in 2020/21). This suggests that vacancies may have recovered to pre-pandemic levels
- All practice areas saw an increase in the number of vacancies advertised to start during the 2022/23 financial year compared to 2020/21

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 497.⁸
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.⁹ 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.
3. By contrast, the number of pupillages advertised to start during the financial year 2022/23, stood at 486 (compared to 490 in 2019/20), which suggests that vacancies have recovered to pre-pandemic levels.
4. All practice areas saw an increase in the number of pupillages offered that start in the financial year 2022/23, compared to those advertised to start in the financial year 2021/22. However, please note that we are not able to make long-term comparisons. Comparison can be made between the figures for vacancies advertised to commence in 2022/23 and those that were included in the 2021 report.¹⁰
5. Some Circuits saw a small decrease in the number of pupillages advertised to start in 2022/23, while other Circuits saw a small increase.

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

+Indicates increase
-Indicates decrease
No change

⁸ 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.

⁹ Bar Standards Board, '[Impact of Covid-19 on Pupillage](#)'.

¹⁰ There are several reasons for this: some AETOs may choose to change their area of practice year on year; the present areas of practice were only introduced in 2020; and not all AETOs may advertise each year. The number of positions advertised in 2021/22 has been lifted from the previous report for comparative purposes: <https://www.barcouncil.org.uk/uploads/assets/016ace0e-f689-411a-a98ef22a3679fcc/Pupillage-Gateway-report-2021.pdf>.

Total vacancies aggregated by start date¹¹

Financial Year (Pupillage Start Date)	Positions Advertised	Increase/decrease on previous year
2017/18	497	+8.3%
2018/19	494	-0.6%
2019/20	490	-0.8%
2020/21	421	-14.1%
2021/22	463	+10.0%
2022/23	486	+5.0%
2023/24	375 ¹²	N/A

Chancery (aggregated by start date)

Financial Year (Pupillage Start Date)	Positions Advertised	Increase/decrease on previous year
2021/22	89	N/A
2022/23	122	+37.1%
2023/24	98 ¹³	N/A

Commercial (aggregated by start date)

Financial Year (Pupillage Start Date)	Positions Advertised	Increase/decrease on previous year
2021/22	133	N/A
2022/23	174	+30.8%

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.

¹² This does not show final data for pupillages advertised for 2023/24, as there are a number of AETOs who only advertise six months' ahead of the advertised pupillage start date. This figure represents a 16.8% increase compared to those advertised with the same lead-in time in 2021.

¹³ See footnote 11.

2023/24	147 ¹⁴	N/A
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Crime (aggregated by start date)

Financial Year (Pupillage Start Date)	Positions Advertised	Increase/decrease on previous year
2021/22	106	N/A
2022/23	154	+45.3%
2023/24	95 ¹⁵	N/A

Family (aggregated by start date)

Financial Year (Pupillage Start Date)	Positions Advertised	Increase/decrease on previous year
2021/22	118	N/A
2022/23	152	+28.8%
2023/24	55 ¹⁶	N/A

General Civil (aggregated by start date)

Financial Year (Pupillage Start Date)	Positions Advertised	Increase/decrease on previous year
2021/22	137	N/A
2022/23	194	+41.6%
2023/24	138 ¹⁷	N/A

Mixed Practice (aggregated by start date)

¹⁴ See footnote 11.

¹⁵ See footnote 11.

¹⁶ See footnote 11.

¹⁷ See footnote 11.

Financial Year (Pupillage Start Date)	Positions Advertised	Increase/decrease on previous year
2021/22	125	N/A
2022/23	177	+41.6%
2023/24	124 ¹⁸	N/A

Pupillage Vacancies by Circuit

Financial Year (Pupillage Start Date)	European	London	Midland	North-Eastern	Northern	South-Eastern	Wales and Chester	Western
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	258	28	25	53	52	15	32
2022/23	0	268	33	27	42	74	12	30
2023/24 ¹⁹	0	229	18	22	33	54	5	14

Section A2: Average pupillage award across practice areas

6. The average pupillage award advertised across different practice areas has remained relatively stable over the last six years.
7. 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.
8. We are not able to use historical data to make comparisons.²¹ However, we can make comparisons between the most recent year of complete data as recorded in the previous Pupillage Gateway report and compare it to this year's most recent complete figures.

¹⁸ See footnote 11.

¹⁹ See footnote 11.

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

²¹ See footnote 10.

Chancery

Financial Year (Pupillage Start Date)	2021/22	2022/23
Median	£50000 - 59999	£40000-49999

Commercial

Financial Year (Pupillage Start Date)	2021/22	2022/23
Median	£60000-100000	£60000-100000

Crime

Financial Year (Pupillage Start Date)	2021/22	2022/23
Median	£20000 - 29999	£20000 - 29999

Family

Financial Year (Pupillage Start Date)	2021/22	2021/22
Median	£20000 - 29999	£20000 - 29999

General Civil

Financial Year (Pupillage Start Date)	2021/22	2022/23
Median	£40000 - 49999	£40000 - 49999

Mixed Practice

Financial Year (Pupillage Start Date)	2021/22	2022/23
Median	£40000 - 49999	£30000-39999

Section B: Candidates and applications

Summary

- The number of applicants per Pupillage Gateway position peaked in 2020/21 and appears to be on the rise again after a low for Pupillage Gateway vacancies advertised to commence in 2021/22
- The total number of pupillage applicants who submitted one or more applications during the 2021/22 recruitment round is 2782, an increase of just 0.4 per cent compared to the 2020/21 recruitment round
- Compared to the 2020/21 recruitment process, the percentage of applicants who have no debt has increased by 8.4 per cent and the percentage of applicants with debt of over £60,000 has increased by 16.2 per cent. Over half of those who responded to this question have debt levels over £30,000

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

Expected Debt Level	Applied ²²	
None	608	21.2%
Under £10,000	183	6.4%
£10,000 to £19,999	182	6.3%
£20,000 to £29,999	220	7.7%
£30,000 to £39,999	223	7.8%
£40,000 to £49,999	309	10.8%
£50,000 to £59,999	298	10.4%
Over £60,000	401	14.0%
Prefer Not to Say	358	12.5%

²² 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 2022/23 and during the financial year 2023/24.

9. This shows that over half of all applicants who responded to this question have debt of £30,000 or more. The average total personal debt per adult in the UK in 2021 was approximately £32,000.²³

B2: Number of applications per pupillage offered

10. This data has limited reliability and comes with several caveats (see [Data notes](#), pp. 2-4). The Bar Council has therefore made limited conclusions on the basis of the available data.

11. This only applies to vacancies on the Pupillage Gateway, we do not hold data on those who recruit off-Gateway. The data has been aggregated by pupillage start date, not by any particular recruitment round.

12. 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 25 November 2021 and 9 February 2022, this translates 499 pupillages across 202 Authorised Education and Training Organisations (“AETOs”) (compared to 404 across 176 during the 2020/21 recruitment round).

13. The total number of applicants during the 2021/22 recruitment round was 2771, compared to 2782 in 2022/23.

14. 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.

15. The total number of applicants per Gateway vacancy for 2023/24 will likely be impacted when next year’s adverts are included (i.e., when additional pupillages are recruited in the 2023/24 recruitment round to start in the 2023/24 financial year).²⁴

*All practice areas*²⁵

²³ UK Debt Service, ‘[UK Debt Statistics](#)’.

²⁴ For example, the figures reported in the [Pupillage Gateway Report 2021](#) for pupillages advertised to start during the financial year 2022/23 were 321 compared to 486 in this report.

²⁵ These figures have been aggregated by pupillage start date.

Financial Year (Pupillage Start Date)	Average Applicants for each PGW Advert ²⁶	Unique Applicants (PGW) ²⁷	Number of applicants per total number of PGW positions	Increase/decrease of applicants per position compared to previous year (%)
2018/19	141.3	2325	10.9	N/A
2019/20	136.1	2604	11.1	+1.8%
2020/21	147.5	2660	11.9	+7.2%
2021/22	127.5	2694	10.8	-9.2%
2022/23	136.2	3203	11.4	+5.6%
2023/24	147.0	2684	10.6 ²⁸	N/A

Chancery²⁹

Financial Year (Pupillage Start Date)	Average Applicants for each PGW Advert	Unique Applicants (PGW)	Number of Applicants per Total number of PGW positions
2021/22	102.7	1166	24.3
2022/23	131.9	1694	24.9

Commercial³⁰

Financial Year (Pupillage Start Date)	Average Applicants for each PGW Advert	Unique Applicants (PGW)	Number of Applicants per Total number of PGW positions
2021/22	115.9	1269	13.5
2022/23	120.8	1699	15.9

²⁶ Most candidates make multiple applications.

²⁷ Please note that this data may not match the total number of applicants in the most recent recruitment round (discussed in more detail in Section C), as it includes applicants who applied for pupillages starting in a particular financial year, which will usually include two recruitment rounds.

²⁸ Please note that this is partial data and will be impacted by the next round of applications in 2023/24.

²⁹ Please note that figures have only been updated from 2021/22 onwards, as some candidates have deleted their personal data in earlier rounds.

³⁰ See footnote 24.

*Crime*³¹

Financial Year (Pupillage Start Date)	Average Applicants for each PGW Advert	Unique Applicants (PGW)	Number of Applicants per Total number of PGW positions
2021/22	148.8	1680	28.5
2022/23	145.5	2313	24.3

*Family*³²

Financial Year (Pupillage Start Date)	Average Applicants for each PGW Advert	Unique Applicants (PGW)	Number of Applicants per Total number of PGW positions
2021/22	124.8	1789	25.9
2022/23	127.1	2241	24.9

*General Civil*³³

Financial Year (Pupillage Start Date)	Average Applicants for each PGW Advert	Unique Applicants (PGW)	Number of Applicants per Total number of PGW positions
2021/22	146.8	2023	22.0
2022/23	142.3	2595	20.8

*Mixed Practice*³⁴

³¹ See footnote 24.

³² See footnote 24.

³³ See footnote 24.

³⁴ See footnote 24.

Financial Year (Pupillage Start Date)	Average Applicants for each PGW Advert	Unique Applicants (PGW)	Number of Applicants per Total number of PGW positions
2021/22	143.4	2191	24.9
2022/23	160.0	2702	23.3

Section C: Outcomes

Summary

- We have not included data sets here for protected characteristics or indicators of socio-economic background³⁵ 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 2021 and May 2022, in line with the mandatory timetable. These will include candidates who applied for pupillages to start during the financial year 2022/23 and during the financial year 2023/24
- Limited conclusions can be made from this data, as we have not controlled for e.g., higher education institution, degree class, or BPTC grade. In general:
 - A slightly higher proportion of women (9.6 per cent) than men (9.4 per cent) received an offer of pupillage. This has changed from 2021 where a higher proportion of men rather than women received an offer of pupillage
 - 13.1 per cent of White (British/English/Welsh/Northern Irish/Scottish) candidates secured pupillage compared to 5.1 per cent of Asian/Asian British and 3.6 per cent of Black/African/Caribbean/Black British
 - Applicants without a disability were more likely to receive an offer of pupillage than applicants with a disability with the disparity larger in 2022 than in 2021. In 2022, 1.0 per cent fewer applicants with disability received an offer of pupillage and 1.9 per cent more applicants without 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)
- Candidates with a first-class degree were 2.4 times more likely to receive an offer as compared to those who attained upper second-class honours
- 1 in 4 candidates who obtained Outstanding at the vocational level received an offer of pupillage as compared to 1 in 10 who obtained Very Competent
- There is no evidence that candidates who do not study law are less likely to receive an offer of pupillage
- Applicants who had received a scholarship were more than 3 times more likely to receive an offer of pupillage
- As was the case in 2021, candidates are most likely to be successful after completing one to three rounds of pupillage applications

³⁵ Social Mobility Commission, Toolkit, <https://socialmobilityworks.org/toolkit/measurement/>

Section C1: Number of years applied

The largest group of applicants are those applying for the first time, making up 45.4 per cent of the total applicants. Among this group, about 1 in 10 receive an offer as compared to those applying for the first time in 2021 where it was 1 in 20 received an offer. The likelihood of success increases each additional year of application, peaking for those who apply for the fourth time to about 1 in 6 applicants. There is also a high chance of success when applying for the eighth year, though this represents a very small sample size.³⁶

It is not possible to be certain about the explanation for these figures. It could be a case that those who reapply use the year (or more since the first application) to improve their qualifications and enhance their experience. It could also be true that they become better at the application process, or they have spent more time tailoring their applications to AETOs who are more likely to accept them.

Year applying ³⁷	Applicants	Applicants Reaching an "Offer" Stage	Likelihood of Reaching an "Offer" Stage 2022	Likelihood of Reaching an "Offer" Stage 2021
1	1455	157	10.8%	5.7%
2	826	106	12.8%	11.0%
3	421	70	16.6%	9.5%
4	250	43	17.2%	9.8%
5	129	15	11.6%	5.0%
6	87	6	6.9%	1.6%
7	24	3	12.5%	-
8	11	2	18.2%	-

Section C2: Practice Areas

³⁶ Please also note that applicants must ensure that they have secured a waiver if applying for pupillage more than five years after having completed their vocational component. See Section 4A of [the Bar Qualification Manual](#) for further information.

³⁷ 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 2021 and May 2022). These candidates may have been applying for pupillages starting in 2022/23 or 2023/24.

This report does not address variation in success of application by area of practice, as data limitations make this information unreliable.³⁸

Section C3: Protected Characteristics

Where there are fewer than five respondents in any given group, this has been suppressed to prevent identification. There are instances where either higher numbers or 0 may be suppressed where numbers less than 5 may otherwise be identifiable.

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

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

- 37.0 per cent were men and 57.5 per cent were women. There is a decrease of 1.0 per cent in male applicants as compared to 2021. The number of women applicants has remained steady with no shift

A higher proportion of women received an offer of pupillage across different practice areas:

- 9.6 per cent of women received offers compared to 9.4 per cent of men across all practice areas. In 2021, there were more men who received offers (8.8 per cent) compared to 7.1 per cent of women. In 2022, 2.5 per cent more women have received offers
- In Chancery, 4.5 per cent of men received offers compared to 3.1 per cent of women. As compared to 2021, there are 0.2 per cent less men who have received offers and an increase of 0.1 per cent for women
- In commercial, 6.0 per cent of men received offers compared to 4.3 per cent of women. As compared to 2021, there are 0.3 per cent more men who have received offers and an increase of 0.8 per cent for women
- In crime, 3.6 per cent of men received offers compared to 5.7 per cent of women. As compared to 2021, there are 1.1 per cent less men who have received offers and an increase of 2.3 per cent for women
- In family, 4.4 per cent of men received offers compared to 5.3 per cent of women. As compared to 2021, there are 0.6 per cent less men who have received offers and an increase of 1.9 per cent for women
- In general civil practice, 4.6 per cent of men received offers compared to 4.9 per cent of women. As compared to 2021, there are 0.1 per cent less men who have received offers and an increase of 1.0 per cent for women

³⁸ Some AETOs opted to appear in more than one practice area, thus making success rates across different practice areas difficult to measure.

- In mixed practice, 5.4 per cent of men received offers compared to 5.1 per cent of women. As compared to 2021, there are 1.5 per cent more men who have received offers and an increase of 1.4 per cent for women

Across all practice areas:

- 43.7 per cent of applicants identified their ethnicity as white (British/English/Welsh/Northern Irish/Scottish), this was 46.9 per cent in 2021
- 9.7 per cent are white (Irish/Gypsy or Irish Traveller or any other white background) which is the same as in 2021.
- 20.6 per cent are Asian/Asian British (18.7 per cent in 2021)
- 10.7 per cent are Black/African/Caribbean/Black British (8.5 per cent in 2021)
- 4.0 per cent are of mixed ethnicity (8.0 per cent in 2021)
- 3.3 per cent fall in the other category (1.8 per cent in 2021)
- 8.0 per cent prefer not to say (6.4 per cent in 2021)

Of those candidates to who an offer was made:

- 61.2 per cent fell into the white (British/English/Welsh/Northern Irish/Scottish) category, 0.4 per cent more than 2021 (60.8 per cent)
- 10.8 per cent are white (Irish/Gypsy or Irish Traveller or any other white background), 1.6 per cent more than 2021 (9.2 per cent)
- 10.8 per cent are Asian/Asian British, 2.1 per cent less than 2021 (12.9 per cent)
- 3.0 per cent are Black/African/Caribbean/Black British, 0.2 per cent more than 2021 (2.8 per cent)
- 3.4 per cent are of mixed ethnicity, 3.5 per cent less than 2021 (6.9 per cent)
- 3.7 per cent fall in the other category, 2.3 per cent more than 2021 (1.4 per cent)
- 7.1 per cent prefer not to say, 1.1 per cent more than 2021 (6.0 per cent)
- 13.5 per cent of all white (British/English/Welsh/Northern Irish/Scottish) candidates received an offer of pupillage, which is 3.3 per cent more than 2021 compared with 5.2 per cent of ethnic minority candidates (4.7 per cent in 2021).
- In Chancery, 5.2 per cent of white (British/English/Welsh/Northern Irish/Scottish) candidates received an offer of pupillage, which is 0.9 per cent more than 2021 compared with 1.8 per cent of ethnic minority candidates (2.8 per cent in 2021).

- In commercial, 6.6 per cent of white (British/English/Welsh/Northern Irish/Scottish) candidates received an offer of pupillage, which is 1.5 per cent more than 2021 compared with 2.7 per cent of ethnic minority candidates (3.8 per cent in 2021).
- In crime, 7.1 per cent of white (British/English/Welsh/Northern Irish/Scottish) candidates received an offer of pupillage, which is 2.2 per cent more than 2021 compared with 2.7 per cent of ethnic minority candidates (2.7 per cent in 2021).
- In family, 6.9 per cent of white (British/English/Welsh/Northern Irish/Scottish) candidates received an offer of pupillage, which is 1.1 per cent more than 2021 compared with 2.9 per cent of ethnic minority candidates (1.8 per cent in 2021).
- In general civil, 6.7 per cent of white (British/English/Welsh/Northern Irish/Scottish) candidates received an offer of pupillage, which is 1.3 per cent more than 2021 compared with 2.4 per cent of ethnic minority candidates (2.9 per cent in 2021).
- In mixed practice, 6.9 per cent of white (British/English/Welsh/Northern Irish/Scottish) candidates received an offer of pupillage, which is 1.7 per cent more than 2021 compared with 3.2 per cent of ethnic minority candidates (2.1 per cent in 2021).

When looking at ethnic groups across all practice areas, white candidates are most likely to achieve pupillage (13.0 per cent) which is an increase of 4.1 per cent from 2021. This is followed by Asian/Asian British (5.1 per cent in 2022 and 5.0 per cent in 2021), and Black/African/Caribbean/Black British (3.6 per cent in 2022 and 2.5 per cent in 2021).

Across all practice areas, 11.5 per cent of applicants (9.9 per cent in 2021) said they had a disability and 79.3 per cent (82.2 per cent in 2021) said they did not have a disability.

- 6.3 per cent (7.3 per cent in 2021) of applicants with a disability received offers compared to 10.0 per cent (8.1 per cent) of applicants without a disability across all practice areas.
- In Chancery, 3.2 per cent (2.3 per cent in 2021) of applicants with a disability received offers compared to 3.8 per cent (3.9 per cent in 2021) of applicants without a disability.
- In commercial, 3.0 per cent (1.9 per cent in 2021) of applicants with a disability received offers compared to 5.2 per cent (4.8 per cent in 2021) of applicants without a disability.
- In crime, 4.0 per cent (5.2 per cent in 2021) of applicants with a disability received offers compared to 5.1 per cent (4.0 per cent in 2021) of applicants without a disability.
- In family, 2.7 per cent (4.6 per cent in 2021) of applicants with a disability received offers compared to 5.3 per cent (4.2 per cent in 2021) of applicants without a disability.

- In general civil, 2.5 per cent (4.9 per cent in 2021) of applicants with a disability received offers compared to 5.1 per cent (4.3 per cent in 2021) of applicants without a disability.
- In mixed practice civil, 3.8 per cent (5.2 per cent in 2021) of applicants with a disability received offers compared to 5.4 per cent (3.8 per cent in 2021) of applicants without a disability.

Across all practice areas, 12.7 per cent (11.0 per cent in 2021) of candidates identified as lesbian, gay, bisexual or another non-heterosexual term, and 74.7 per cent (78.5 per cent in 2021) of candidates identified as heterosexual.

Out of all applicants, 67.2 per cent (75.1 per cent in 2021) of heterosexual candidates obtained an offer of pupillage, compared to 15.3 per cent (15.6 per cent in 2021) of lesbian, gay, bisexual, or other non-heterosexual sexualities.

All candidates

Age	Applied	First Round	Second Round	Offer Made
16 to 21	45	7	< 5	0
22 to 24	829	337	155	73
25 to 34	1420	715	383	162
35 to 44	234	92	38	17
45 to 54	203	20	9	2
55 to 64	65	< 8	0	0
65+	31	< 8	0	0
Prefer not to say	189	84	32	14

Age	Applied	First Round	Second Round	Offer Made
16 to 21	1.6%	0.6%	< 0.3%	0.0%
22 to 24	29.8%	26.9%	25.1%	27.2%
25 to 34	51.0%	57.0%	62.1%	60.4%
35 to 44	8.4%	7.3%	6.2%	< 7.1%
45 to 54	7.3%	5.9%	1.5%	< 7.1%
55 to 64	2.3%	< 3.0%	0.0%	0.0%
65+	1.1%	< 3.0%	0.0%	0.0%
Prefer not to say	6.8%	6.7%	5.2%	5.2%

Gender	Applied	First Round	Second Round	Offer Made
Female	1601	673	336	154
Male	1030	512	250	97
Prefer not to say	151	70	31	17

Gender	Applied	First Round	Second Round	Offer Made
Female	57.5%	53.6%	54.5%	57.5%
Male	37.0%	40.8%	40.5%	36.2%
Prefer not to say	5.4%	5.6%	5.0%	6.3%

Current Identity Assigned at Birth	Applied	First Round	Second Round	Offer Made
Yes	2589	1161	575	248
No	13	< 95	3	< 20
Prefer not to say	180	< 95	39	< 20

Current Identity Assigned at Birth	Applied	First Round	Second Round	Offer Made
Yes	93.1%	92.5%	93.2%	92.5%
No	0.5%	< 7.6%	0.5%	< 7.6%
Prefer not to say	6.5%	< 7.6%	6.3%	< 7.6%

Ethnicity	Applied	First Round	Second Round	Offer Made
Asian or Asian British	573	171	75	29
Black/African/Caribbean/Black - African	222	59	21	8
Mixed - Any other Mixed/multiple ethnic Background	186	77	36	9
Other ethnic group	93	37	15	10
White	1488	812	431	193
Prefer not to say	220	99	39	19

Ethnicity	Applied	First Round	Second Round	Offer Made
Asian or Asian British	20.6%	13.6%	12.2%	10.8%
Black/African/Caribbean/Black - African	8.0%	4.7%	3.4%	3.0%
Mixed - Any other Mixed/multiple ethnic Background	6.7%	6.1%	5.8%	3.4%
Other ethnic group	3.3%	2.9%	2.4%	3.7%
White	53.5%	64.7%	69.9%	72.0%
Prefer not to say	7.9%	7.9%	6.3%	7.1%

Ethnicity	Applied	First Round	Second Round	Offer Made
Any other ethnic group	29	9	< 5	0
Arab	26	11	6	4
Asian or Asian British - Any other Asian Background	77	16	10	< 5
Asian or Asian British - Bangladeshi	61	19	5	< 5
Asian or Asian British - Chinese	88	40	19	6
Asian or Asian British - Indian	182	55	25	12

Ethnicity	Applied	First Round	Second Round	Offer Made
Any other ethnic group	1.0%	0.7%	0.3%	0.0%
Arab	0.9%	0.9%	1.0%	1.5%
Asian or Asian British - Any other Asian Background	2.8%	1.3%	1.6%	< 6.3%
Asian or Asian British - Bangladeshi	2.2%	1.5%	0.8%	< 6.3%
Asian or Asian British - Chinese	3.2%	3.2%	3.1%	2.2%
Asian or Asian British - Indian	6.5%	4.4%	4.1%	4.5%

Asian or Asian British - Pakistani	165	41	16	8
Black/African/Caribbean/Black - African	130	28	7	< 5
Black/African/Caribbean/Black - Any other Black Background	13	< 5	< 5	< 5
Black/African/Caribbean/Black British - Caribbean	79	28	13	6
Mixed - Any other Mixed/multiple ethnic Background	75	29	10	< 5
Mixed - White and Asian	57	25	13	< 5
Mixed - White and Black African	20	8	5	< 5
Mixed - White and Black Caribbean	29	13	7	< 5
Mixed - White and Chinese	< 6	< 5	< 5	< 5
Other	38	17	7	6
Prefer not to say	220	99	39	19
White - Any other white background	224	112	56	24
White - British/English/Welsh/Northern Irish/Scottish	1217	669	356	164
White - Gypsy or Irish Traveller	< 6	0	0	0
White - Irish	46	31	19	5

Asian or Asian British - Pakistani	5.9%	3.3%	2.6%	3.0%
Black/African/Caribbean/Black - African	4.7%	2.2%	1.1%	< 6.3%
Black/African/Caribbean/Black - Any other Black Background	0.5%	0.2%	0.2%	< 6.3%
Black/African/Caribbean/Black British - Caribbean	2.8%	2.2%	2.1%	2.2%
Mixed - Any other Mixed/multiple ethnic Background	2.7%	2.3%	1.6%	< 6.3%
Mixed - White and Asian	2.0%	2.0%	2.1%	< 6.3%
Mixed - White and Black African	0.7%	0.6%	0.8%	< 6.3%
Mixed - White and Black Caribbean	1.0%	1.0%	1.1%	< 6.3%
Mixed - White and Chinese	0.2%	0.2%	0.2%	< 6.3%
Other	1.4%	1.4%	1.1%	2.2%
Prefer not to say	7.9%	7.9%	6.3%	7.1%
White - Any other white background	8.1%	8.9%	9.1%	9.0%
White - British/English/Welsh/Northern Irish/Scottish	43.7%	53.3%	57.7%	61.2%
White - Gypsy or Irish Traveller	0.0%	0.0%	0.0%	0.0%
White - Irish	1.7%	2.5%	3.1%	1.9%

Religion or Belief	Applied	First Round	Second Round	Offer Made
Agnostic	129	73	39	22
Buddhist	48	13	3	0

Religion or Belief	Applied	First Round	Second Round	Offer Made
Agnostic	4.6%	5.8%	6.3%	8.2%
Buddhist	1.7%	1.0%	0.5%	0.0%

Christian	784	345	157	64
Hindu	108	24	8	< 5
Jewish	46	34	21	10
Muslim	302	81	25	14
No Religion	871	465	263	107
Other	53	14	6	< 5
Prefer not to say	398	197	90	47
Sikh	43	9	5	0

Christian	28.2%	27.5%	25.4%	23.9%
Hindu	3.9%	1.9%	1.3%	< 1.5%
Jewish	1.7%	2.7%	3.4%	3.7%
Muslim	10.9%	6.5%	4.1%	5.2%
No Religion	31.3%	37.1%	42.6%	39.9%
Other	1.9%	1.1%	1.0%	< 1.5%
Prefer not to say	14.3%	15.7%	14.6%	17.5%
Sikh	1.5%	0.7%	0.8%	0.0%

Disability	Applied	First Round	Second Round	Offer Made
Yes	320	973	497	220
No	2207	115	56	28
Prefer not to say	255	167	64	20

Disability	Applied	First Round	Second Round	Offer Made
Yes	11.5%	13.3%	10.4%	7.5%
No	79.3%	77.5%	80.6%	82.1%
Prefer not to say	9.2%	9.2%	9.1%	10.4%

Sexual Orientation	Applied	First Round	Second Round	Offer Made
Bisexual	205	111	61	26
Gay Man	87	43	15	< 9
Gay Woman/Lesbian	30	16	7	< 9
Heterosexual	2078	889	432	180
Prefer not to say	350	180	91	47
Prefer to use another term	32	16	11	7

Sexual Orientation	Applied	First Round	Second Round	Offer Made
Bisexual	7.4%	8.8%	9.9%	9.7%
Gay Man	3.1%	3.4%	2.4%	< 3.1%
Gay Woman/Lesbian	1.1%	1.3%	1.1%	< 3.1%
Heterosexual	74.7%	70.8%	70.0%	67.2%
Prefer not to say	12.6%	14.3%	14.7%	17.5%
Prefer to use another term	1.2%	1.3%	1.8%	2.6%

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	26	0	0	0
22 to 24	509	126	49	18
25 to 34	809	242	121	36
35 to 44	142	32	< 17	5
45 to 54	44	< 10	< 17	0
55 to 64	< 15	0	0	0
65+	< 15	< 10	0	0
Prefer not to say	122	29	7	7

16 to 21	1.6%	0.0%	0.0%	0.0%
22 to 24	30.6%	28.8%	25.4%	27.3%
25 to 34	48.6%	55.3%	62.7%	54.5%
35 to 44	8.5%	7.3%	< 8.4%	7.6%
45 to 54	2.6%	< 2.0%	< 8.4%	0.0%
55 to 64	< 0.9%	0.0%	0.0%	0.0%
65+	< 0.9%	< 2.0%	0.0%	0.0%
Prefer not to say	7.3%	6.6%	3.6%	10.6%

Gender	Applied	First Round	Second Round	Offer Made
Female	907	183	84	28
Male	666	225	100	30
Prefer not to say	93	30	9	8

Gender	Applied	First Round	Second Round	Offer Made
Female	54.4%	41.8%	43.5%	42.4%
Male	40.0%	51.4%	51.8%	45.5%
Prefer not to say	5.6%	6.8%	4.7%	12.1%

Current Identity Assigned at Birth	Applied	First Round	Second Round	Offer Made
Yes	1539	399	178	56
No	7	< 40	0	0
Prefer not to say	120	< 40	15	10

Current Identity Assigned at Birth	Applied	First Round	Second Round	Offer Made
Yes	92.4%	91.1%	92.2%	84.8%
No	0.4%	< 9.0%	0.0%	0.0%
Prefer not to say	7.2%	< 9.0%	7.8%	15.2%

Ethnicity	Applied	First Round	Second Round	Offer Made
Any other ethnic group	15	< 5	< 5	0
Arab	15	6	< 5	< 5
Asian or Asian British - Any other Asian Background	48	8	< 5	< 5
Asian or Asian British - Bangladeshi	32	< 5	< 5	0

Ethnicity	Applied	First Round	Second Round	Offer Made
Any other ethnic group	0.9%	< 3.8%	< 14.6%	0.0%
Arab	0.9%	1.4%	< 14.6%	< 18.1%
Asian or Asian British - Any other Asian Background	2.9%	1.8%	< 14.6%	< 18.1%
Asian or Asian British - Bangladeshi	1.9%	< 3.8%	< 14.6%	0.0%

Asian or Asian British - Chinese	62	24	8	< 5
Asian or Asian British - Indian	110	24	9	< 5
Asian or Asian British - Pakistani	96	15	< 5	< 5
Black/African/Caribbean/Black - African	58	6	< 5	0
Black/African/Caribbean/Black - Any other Black Background	7	< 5	0	0
Black/African/Caribbean/Black British - Caribbean	44	5	< 5	< 5
Mixed - Any other Mixed/multiple ethnic Background	44	7	< 5	0
Mixed - White and Asian	33	5	< 5	< 5
Mixed - White and Black African	10	0	< 5	0
Mixed - White and Black Caribbean	19	< 5	< 5	0
Mixed - White and Chinese	< 5	0	0	0
Other	19	< 5	< 5	0
Prefer not to say	137	38	13	9
White - Any other white background	136	33	17	6
White - British/English/Welsh/Northern Irish/Scottish	756	251	118	39
White - Gypsy or Irish Traveller	< 5	0	0	0
White - Irish	23	< 5	< 5	< 5

Asian or Asian British - Chinese	3.7%	5.5%	4.1%	< 18.1%
Asian or Asian British - Indian	6.6%	5.5%	4.7%	< 18.1%
Asian or Asian British - Pakistani	5.8%	3.4%	< 14.6%	< 18.1%
Black/African/Caribbean/Black - African	3.5%	1.4%	< 14.6%	0.0%
Black/African/Caribbean/Black - Any other Black Background	0.4%	< 3.8%	0.0%	0.0%
Black/African/Caribbean/Black British - Caribbean	2.6%	1.1%	< 14.6%	< 18.1%
Mixed - Any other Mixed/multiple ethnic Background	2.6%	1.6%	< 14.6%	0.0%
Mixed - White and Asian	2.0%	1.1%	< 14.6%	< 18.1%
Mixed - White and Black African	0.6%	0.0%	< 14.6%	0.0%
Mixed - White and Black Caribbean	1.1%	< 3.8%	< 14.6%	0.0%
Mixed - White and Chinese	< 0.3%	0.0%	0.0%	0.0%
Other	1.1%	< 3.8%	< 14.6%	0.0%
Prefer not to say	8.2%	8.7%	6.7%	13.6%
White - Any other white background	8.2%	7.5%	8.8%	9.1%
White - British/English/Welsh/Northern Irish/Scottish	45.4%	57.3%	61.1%	59.1%
White - Gypsy or Irish Traveller	< 0.3%	0.0%	0.0%	0.0%
White - Irish	1.4%	< 3.8%	< 14.6%	< 18.1%

Religion or Belief	Applied	First Round	Second Round	Offer Made
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Religion or Belief	Applied	First Round	Second Round	Offer Made
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Agnostic	84	27	16	8
Buddhist	37	< 5	< 5	0
Christian	461	120	47	16
Hindu	68	8	< 5	0
Jewish	35	15	9	< 5
Muslim	171	27	8	< 5
No Religion	508	155	79	21
Other	26	< 5	< 5	< 5
Prefer not to say	250	73	29	14
Sikh	26	5	< 5	0

Agnostic	5.0%	6.2%	8.3%	12.1%
Buddhist	2.2%	< 1.9%	< 2.6%	0.0%
Christian	27.7%	27.4%	24.4%	24.2%
Hindu	4.1%	1.8%	< 2.6%	0.0%
Jewish	2.1%	3.4%	4.7%	< 10.7%
Muslim	10.3%	6.2%	4.1%	< 10.7%
No Religion	30.5%	35.4%	40.9%	31.8%
Other	1.6%	< 1.9%	< 2.6%	< 10.7%
Prefer not to say	15.0%	16.7%	15.0%	21.2%
Sikh	1.6%	1.1%	< 2.6%	0.0%

Disability	Applied	First Round	Second Round	Offer Made
Yes	190	50	23	6
No	1321	349	152	50
Prefer not to say	155	39	18	10

Disability	Applied	First Round	Second Round	Offer Made
Yes	11.4%	11.4%	11.9%	9.1%
No	79.3%	79.7%	78.8%	75.8%
Prefer not to say	9.3%	8.9%	9.3%	15.2%

Sexual Orientation	Applied	First Round	Second Round	Offer Made
Bisexual	128	33	20	< 5
Gay Man	49	20	6	< 5
Gay Woman/Lesbian	17	< 5	< 5	< 5
Heterosexual	1239	306	134	45
Prefer not to say	216	72	29	13
Prefer to use another term	17	< 5	< 5	< 5

Sexual Orientation	Applied	First Round	Second Round	Offer Made
Bisexual	7.7%	7.5%	10.4%	< 12.2%
Gay Man	2.9%	4.6%	3.1%	< 12.2%
Gay Woman/Lesbian	1.0%	< 1.7%	< 2.1%	< 12.2%
Heterosexual	74.4%	69.9%	69.4%	68.2%
Prefer not to say	13.0%	16.4%	15.0%	19.7%
Prefer to use another term	1.0%	< 1.7%	< 2.1%	< 12.2%

Commercial

Age	Applied	First Round	Second Round	Offer Made
16 to 21	24	< 5	0	0
22 to 24	491	156	58	23
25 to 34	863	324	146	56
35 to 44	148	36	< 15	< 13
45 to 54	43	10	< 15	0
55 to 64	11	< 5	0	0
65+	2	40	0	0
Prefer not to say	129	42	17	< 13

Age	Applied	First Round	Second Round	Offer Made
16 to 21	1.4%	< 0.5%	0.0%	0.0%
22 to 24	28.7%	27.3%	24.7%	25.3%
25 to 34	50.4%	56.7%	62.1%	61.5%
35 to 44	8.6%	6.3%	< 6.1%	< 13.3%
45 to 54	2.5%	1.8%	< 6.1%	0.0%
55 to 64	0.6%	< 0.5%	0.0%	0.0%
65+	0.1%	7.0%	0.0%	0.0%
Prefer not to say	7.5%	7.4%	7.2%	< 13.3%

Gender	Applied	First Round	Second Round	Offer Made
Female	907	246	99	39
Male	703	286	119	42
Prefer not to say	101	39	17	10

Gender	Applied	First Round	Second Round	Offer Made
Female	53.0%	43.1%	42.1%	42.9%
Male	41.1%	50.1%	50.6%	46.2%
Prefer not to say	5.9%	6.8%	7.2%	11.0%

Current Identity Assigned at Birth	Applied	First Round	Second Round	Offer Made
Yes	1576	520	213	78
No	10	< 52	0	0
Prefer not to say	125	< 52	22	13

Current Identity Assigned at Birth	Applied	First Round	Second Round	Offer Made
Yes	92.1%	91.1%	90.6%	85.7%
No	0.6%	< 9.0%	0.0%	0.0%
Prefer not to say	7.3%	< 9.0%	9.4%	14.3%

Ethnicity	Applied	First Round	Second Round	Offer Made
Any other ethnic group	17	5	< 5	0
Arab	18	8	< 5	< 5
Asian or Asian British - Any other Asian Background	48	10	< 5	< 5

Ethnicity	Applied	First Round	Second Round	Offer Made
Any other ethnic group	1.0%	0.9%	< 12.2%	0.0%
Arab	1.1%	1.4%	< 12.2%	< 15.5%
Asian or Asian British – Any other Asian Background	2.8%	1.8%	< 12.2%	< 15.5%

Asian or Asian British – Bangladeshi	28	6	< 5	0
Asian or Asian British - Chinese	70	29	15	5
Asian or Asian British - Indian	120	33	12	< 5
Asian or Asian British – Pakistani	98	18	6	< 5
Black/African/Caribbean/Black – African	57	9	< 5	0
Black/African/Caribbean/Black – Any other Black Background	5	< 10	0	0
Black/African/Caribbean/Black British - Caribbean	43	< 10	< 5	< 5
Mixed - Any other Mixed/multiple ethnic Background	41	9	< 5	0
Mixed - White and Asian	35	7	< 5	0
Mixed - White and Black African	10	0	0	0
Mixed - White and Black Caribbean	14	5	< 5	< 5
Mixed - White and Chinese	< 5	0	0	0
Other	25	5	< 5	< 5
Prefer not to say	150	49	20	11
White - Any other white background	150	56	18	11
White – British/English/Welsh/Northern Irish/Scottish	754	307	136	50
White - Gypsy or Irish Traveller	< 5	0	0	0
White - Irish	25	6	< 5	< 5

Asian or Asian British – Bangladeshi	1.6%	1.1%	< 12.2%	0.0%
Asian or Asian British - Chinese	4.1%	5.1%	6.4%	5.5%
Asian or Asian British - Indian	7.0%	5.8%	5.1%	< 15.5%
Asian or Asian British – Pakistani	5.7%	3.2%	2.6%	< 15.5%
Black/African/Caribbean/Black – African	3.3%	1.6%	< 12.2%	0.0%
Black/African/Caribbean/Black – Any other Black Background	0.3%	< 1.7%	0.0%	0.0%
Black/African/Caribbean/Black British - Caribbean	2.5%	< 1.7%	< 12.2%	< 15.5%
Mixed - Any other Mixed/multiple ethnic Background	2.4%	1.6%	< 12.2%	0.0%
Mixed - White and Asian	2.0%	1.2%	< 12.2%	0.0%
Mixed - White and Black African	0.6%	0.0%	0.0%	0.0%
Mixed - White and Black Caribbean	0.8%	0.9%	< 12.2%	< 15.5%
Mixed - White and Chinese	< 0.3%	0.0%	0.0%	0.0%
Other	1.5%	0.9%	< 12.2%	< 15.5%
Prefer not to say	8.8%	8.6%	8.5%	12.1%
White - Any other white background	8.8%	9.8%	7.7%	12.1%
White – British/English/Welsh/Northern Irish/Scottish	44.1%	53.8%	57.9%	54.9%
White - Gypsy or Irish Traveller	< 0.3%	0.0%	0.0%	0.0%
White - Irish	1.5%	1.1%	< 12.2%	< 15.5%

Religion or Belief	Applied	First Round	Second Round	Offer Made
Agnostic	82	35	16	7
Buddhist	35	7	< 5	0
Christian	467	150	54	22
Hindu	73	15	< 5	0
Jewish	37	18	12	6
Muslim	175	33	9	< 5
No Religion	528	206	97	35
Other	28	5	< 5	< 5
Prefer not to say	259	97	41	16
Sikh	27	5	< 5	0

Religion or Belief	Applied	First Round	Second Round	Offer Made
Agnostic	4.8%	6.1%	6.8%	7.7%
Buddhist	2.0%	1.2%	< 2.7%	0.0%
Christian	27.3%	26.3%	23.0%	24.2%
Hindu	4.3%	2.6%	< 2.7%	0.0%
Jewish	2.2%	3.2%	5.1%	6.6%
Muslim	10.2%	5.8%	3.8%	< 5.5%
No Religion	30.9%	36.1%	41.3%	38.5%
Other	1.6%	0.9%	< 2.7%	< 5.5%
Prefer not to say	15.1%	17.0%	17.4%	17.6%
Sikh	1.6%	0.9%	< 2.7%	0.0%

Disability	Applied	First Round	Second Round	Offer Made
Yes	201	64	21	6
No	1345	455	187	70
Prefer not to say	165	52	27	15

Disability	Applied	First Round	Second Round	Offer Made
Yes	11.7%	11.2%	8.9%	6.6%
No	78.6%	79.7%	79.6%	76.9%
Prefer not to say	9.6%	9.1%	11.5%	16.5%

Sexual Orientation	Applied	First Round	Second Round	Offer Made
Bisexual	133	45	22	< 5
Gay Man	61	24	5	< 5
Gay Woman/Lesbian	16	< 10	< 5	< 5
Heterosexual	1254	401	155	58
Prefer not to say	228	92	47	22
Prefer to use another term	19	< 10	< 5	< 5

Sexual Orientation	Applied	First Round	Second Round	Offer Made
Bisexual	7.8%	7.9%	9.4%	< 12.2%
Gay Man	3.6%	4.2%	2.1%	< 12.2%
Gay Woman/Lesbian	0.9%	< 1.7%	< 2.6%	< 12.2%
Heterosexual	73.3%	70.2%	66.0%	63.7%
Prefer not to say	13.3%	16.1%	20.0%	24.2%
Prefer to use another term	1.1%	< 1.7%	< 2.6%	< 12.2%

Crime

Age	Applied	First Round	Second Round	Offer Made
16 to 21	33	< 5	< 5	0
22 to 24	609	137	66	28
25 to 34	1055	347	174	62
35 to 44	163	46	22	6
45 to 54	43	11	< 5	< 5
55 to 64	< 23	< 5	0	0
65+	< 23	0	0	0
Prefer not to say	125	23	5	< 5

Age	Applied	First Round	Second Round	Offer Made
16 to 21	1.6%	< 0.8%	< 0.9%	0.0%
22 to 24	29.7%	24.1%	24.5%	28.3%
25 to 34	51.5%	61.1%	64.7%	62.6%
35 to 44	8.0%	8.1%	8.2%	6.1%
45 to 54	2.1%	1.9%	< 0.9%	< 3.1%
55 to 64	< 1.1%	< 0.8%	0.0%	0.0%
65+	< 1.1%	0.0%	0.0%	0.0%
Prefer not to say	6.1%	4.0%	1.9%	< 3.1%

Gender	Applied	First Round	Second Round	Offer Made
Female	1237	323	164	70
Male	714	218	97	< 30
Prefer not to say	99	27	8	< 30

Gender	Applied	First Round	Second Round	Offer Made
Female	60.3%	56.9%	61.0%	70.7%
Male	34.8%	38.4%	36.1%	< 29.4%
Prefer not to say	4.8%	4.8%	3.0%	< 29.4%

Current Identity Assigned at Birth	Applied	First Round	Second Round	Offer Made
Yes	1919	528	257	94
No	13	5	< 13	0
Prefer not to say	118	35	< 13	5

Current Identity Assigned at Birth	Applied	First Round	Second Round	Offer Made
Yes	93.6%	93.0%	95.5%	94.9%
No	0.6%	0.9%	< 4.6%	0.0%
Prefer not to say	5.8%	6.2%	< 4.6%	5.1%

Ethnicity	Applied	First Round	Second Round	Offer Made
Any other ethnic group	22	5	< 5	0

Ethnicity	Applied	First Round	Second Round	Offer Made
Any other ethnic group	1.1%	0.9%	< 8.6%	0.0%

Arab	18	< 5	< 5	0	Arab	0.9%	< 1.9%	< 8.6%	0.0%
Asian or Asian British – Any other Asian Background	54	9	< 5	0	Asian or Asian British – Any other Asian Background	2.6%	1.6%	< 8.6%	0.0%
Asian or Asian British – Bangladeshi	44	6	< 5	0	Asian or Asian British - Bangladeshi	2.1%	1.1%	< 8.6%	0.0%
Asian or Asian British - Chinese	52	9	< 5	0	Asian or Asian British - Chinese	2.5%	1.6%	< 8.6%	0.0%
Asian or Asian British - Indian	133	17	7	< 5	Asian or Asian British - Indian	6.5%	3.0%	2.6%	< 21.2%
Asian or Asian British – Pakistani	130	23	12	5	Asian or Asian British – Pakistani	6.3%	4.0%	4.5%	5.1%
Black/African/Caribbean/Black – African	95	13	< 5	< 5	Black/African/Caribbean/Black – African	4.6%	2.3%	< 8.6%	< 21.2%
Black/African/Caribbean/Black – Any other Black Background	11	< 5	< 5	< 5	Black/African/Caribbean/Black – Any other Black Background	0.5%	< 1.9%	< 8.6%	< 21.2%
Black/African/Caribbean/Black British - Caribbean	59	12	8	< 5	Black/African/Caribbean/Black British - Caribbean	2.9%	2.1%	3.0%	< 21.2%
Mixed - Any other Mixed/multiple ethnic Background	52	10	< 5	0	Mixed - Any other Mixed/multiple ethnic Background	2.5%	1.8%	< 8.6%	0.0%
Mixed - White and Asian	42	14	6	< 5	Mixed - White and Asian	2.0%	2.5%	2.2%	< 21.2%
Mixed - White and Black African	16	< 5	< 5	< 5	Mixed - White and Black African	0.8%	< 1.9%	< 8.6%	< 21.2%
Mixed - White and Black Caribbean	22	8	6	< 5	Mixed - White and Black Caribbean	1.1%	1.4%	2.2%	< 21.2%
Mixed - White and Chinese	< 5	< 5	< 5	< 5	Mixed - White and Chinese	< 0.3%	< 1.9%	< 8.6%	< 21.2%
Other	27	8	< 5	< 5	Other	1.3%	1.4%	< 8.6%	< 21.2%
Prefer not to say	142	36	12	< 5	Prefer not to say	6.9%	6.3%	4.5%	< 21.2%
White - Any other white background	164	56	25	7	White - Any other white background	8.0%	9.9%	9.3%	7.1%
White – British/English/	928	314	157	66	White – British/English/Welsh/Northern	45.3%	55.3%	58.4%	66.7%

Welsh/Northern Irish/Scottish				
White - Gypsy or Irish Traveller	< 5	0	0	0
White - Irish	34	18	13	< 5

Irish/Scottish				
White - Gypsy or Irish Traveller	< 0.3%	0.0%	0.0%	0.0%
White - Irish	1.7%	3.2%	4.8%	< 21.2%

Religion or Belief	Applied	First Round	Second Round	Offer Made
Agnostic	100	30	12	8
Buddhist	35	8	< 5	0
Christian	573	160	65	29
Hindu	78	9	< 5	0
Jewish	34	14	10	< 5
Muslim	227	37	14	5
No Religion	663	224	126	37
Other	42	< 11	< 5	< 5
Prefer not to say	264	76	32	15
Sikh	34	< 11	< 5	0

Religion or Belief	Applied	First Round	Second Round	Offer Made
Agnostic	4.9%	5.3%	4.5%	8.1%
Buddhist	1.7%	1.4%	< 3.7%	0.0%
Christian	28.0%	28.2%	24.2%	29.3%
Hindu	3.8%	1.6%	< 3.7%	0.0%
Jewish	1.7%	2.5%	3.7%	< 5.1%
Muslim	11.1%	6.5%	5.2%	5.1%
No Religion	32.3%	39.4%	46.8%	37.4%
Other	2.0%	< 1.9%	< 3.7%	< 5.1%
Prefer not to say	12.9%	13.4%	11.9%	15.2%
Sikh	1.7%	< 1.9%	< 3.7%	0.0%

Disability	Applied	First Round	Second Round	Offer Made
Yes	251	76	30	10
No	1620	454	222	83
Prefer not to say	179	38	17	6

Disability	Applied	First Round	Second Round	Offer Made
Yes	12.2%	13.4%	11.2%	10.1%
No	79.0%	79.9%	82.5%	83.8%
Prefer not to say	8.7%	6.7%	6.3%	6.1%

Sexual Orientation	Applied	First Round	Second Round	Offer Made
Bisexual	157	54	31	12
Gay Man	56	13	< 10	0

Sexual Orientation	Applied	First Round	Second Round	Offer Made
Bisexual	7.7%	9.5%	11.5%	12.1%
Gay Man	2.7%	2.3%	< 3.5%	0.0%

Gay Woman/Lesbian	24	8	< 10	< 5
Heterosexual	1551	418	201	74
Prefer not to say	235	66	21	9
Prefer to use another term	27	9	7	< 5

Gay Woman/Lesbian	1.2%	1.4%	< 3.5%	< 4.2%
Heterosexual	75.7%	73.6%	74.7%	74.7%
Prefer not to say	11.5%	11.6%	7.8%	9.1%
Prefer to use another term	1.3%	1.6%	2.6%	< 4.2%

Family

Age	Applied	First Round	Second Round	Offer Made
16 to 21	33	5	< 5	0
22 to 24	571	122	52	26
25 to 34	1024	303	146	62
35 to 44	162	26	11	5
45 to 54	43	8	< 5	< 5
55 to 64	< 22	< 5	0	0
65+	< 22	< 5	0	0
Prefer not to say	116	17	5	< 5

Age	Applied	First Round	Second Round	Offer Made
16 to 21	1.7%	1.0%	< 2.4%	0.0%
22 to 24	29.0%	25.2%	23.7%	26.8%
25 to 34	52.0%	62.6%	66.7%	63.9%
35 to 44	8.2%	5.4%	5.0%	5.2%
45 to 54	2.2%	1.7%	< 2.4%	< 4.2%
55 to 64	< 1.2%	< 0.7%	0.0%	0.0%
65+	< 1.2%	< 0.7%	0.0%	0.0%
Prefer not to say	5.9%	3.5%	2.3%	< 4.2%

Gender	Applied	First Round	Second Round	Offer Made
Female	1190	297	140	63
Male	686	170	72	< 35
Prefer not to say	94	17	7	< 35

Gender	Applied	First Round	Second Round	Offer Made
Female	60.4%	61.4%	63.9%	64.9%
Male	34.8%	35.1%	32.9%	< 35.2%
Prefer not to say	4.8%	3.5%	3.2%	< 35.2%

Current Identity Assigned at Birth	Applied	First Round	Second Round	Offer Made
Yes	1852	463	210	92
No	10	0	0	0
Prefer not to say	108	21	9	5

Current Identity Assigned at Birth	Applied	First Round	Second Round	Offer Made
Yes	94.0%	95.7%	95.9%	94.8%
No	0.5%	0.0%	0.0%	0.0%
Prefer not to say	5.5%	4.3%	4.1%	5.2%

Ethnicity	Applied	First Round	Second Round	Offer Made
Any other ethnic group	23	5	< 5	0
Arab	17	< 5	< 5	< 5
Asian or Asian British – Any other Asian Background	54	9	< 5	0
Asian or Asian British - Bangladeshi	45	11	< 5	< 5
Asian or Asian British - Chinese	45	< 5	< 5	0
Asian or Asian British – Indian	121	13	7	< 5
Asian or Asian British – Pakistani	134	22	9	6
Black/African/Caribbean/Black – African	85	6	< 5	< 5
Black/African/Caribbean/Black – Any other Black Background	10	< 5	0	0
Black/African/Caribbean/Black British - Caribbean	59	12	6	< 5
Mixed – Any other Mixed /multiple ethnic Background	45	5	< 5	0
Mixed - White and Asian	45	11	< 5	< 5
Mixed - White and Black African	16	5	< 5	< 5
Mixed - White and Black Caribbean	22	6	< 5	< 5
Mixed - White and Chinese	5	< 5	0	0
Other	26	< 5	< 5	< 5
Prefer not to say	132	26	11	6
White - Any other white background	160	37	17	6
White - British/English/Welsh/Northern Irish/Scottish	890	293	137	61
White - Gypsy or Irish Traveller	< 37	0	0	0

Ethnicity	Applied	First Round	Second Round	Offer Made
Any other ethnic group	1.2%	1.0%	< 12.6%	0.0%
Arab	0.9%	< 2.5%	< 12.6%	< 18.6%
Asian or Asian British - Any other Asian Background	2.7%	1.9%	< 12.6%	0.0%
Asian or Asian British - Bangladeshi	2.3%	2.3%	< 12.6%	< 18.6%
Asian or Asian British - Chinese	2.3%	< 2.5%	< 12.6%	0.0%
Asian or Asian British - Indian	6.1%	2.7%	3.2%	< 18.6%
Asian or Asian British - Pakistani	6.8%	4.5%	4.1%	6.2%
Black/African/Caribbean/Black - African	4.3%	1.2%	< 12.6%	< 18.6%
Black/African/Caribbean/Black - Any other Black Background	0.5%	< 2.5%	0.0%	0.0%
Black/African/Caribbean/Black British - Caribbean	3.0%	2.5%	2.7%	< 18.6%
Mixed – Any other Mixed/multiple ethnic Background	2.3%	1.0%	< 12.6%	0.0%
Mixed - White and Asian	2.3%	2.3%	< 12.6%	< 18.6%
Mixed - White and Black African	0.8%	1.0%	< 12.6%	< 18.6%
Mixed - White and Black Caribbean	1.1%	1.2%	< 12.6%	< 18.6%
Mixed - White and Chinese	0.3%	< 2.5%	0.0%	0.0%
Other	1.3%	< 2.5%	< 12.6%	< 18.6%
Prefer not to say	6.7%	5.4%	5.0%	6.2%
White - Any other white background	8.1%	7.6%	7.8%	6.2%
White - British/English/Welsh/Northern Irish/Scottish	45.2%	60.5%	62.6%	62.9%
White - Gypsy or Irish Traveller	< 2.0%	0.0%	0.0%	0.0%

White - Irish	< 37	11	5	< 5
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White - Irish	< 2.0%	2.3%	2.3%	< 18.6%
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Religion or Belief	Applied	First Round	Second Round	Offer Made
Agnostic	94	25	12	9
Buddhist	30	6	< 5	0
Christian	558	151	62	27
Hindu	69	5	< 5	0
Jewish	34	13	8	< 5
Muslim	234	40	12	9
No Religion	629	178	90	31
Other	42	6	< 5	< 5
Prefer not to say	249	55	26	16
Sikh	31	5	< 5	0

Religion or Belief	Applied	First Round	Second Round	Offer Made
Agnostic	4.8%	5.2%	5.5%	9.3%
Buddhist	1.5%	1.2%	< 4.2%	0.0%
Christian	28.3%	31.2%	28.3%	27.8%
Hindu	3.5%	1.0%	< 4.2%	0.0%
Jewish	1.7%	2.7%	3.7%	< 5.3%
Muslim	11.9%	8.3%	5.5%	9.3%
No Religion	31.9%	36.8%	41.1%	32.0%
Other	2.1%	1.2%	< 4.2%	< 5.3%
Prefer not to say	12.6%	11.4%	11.9%	16.5%
Sikh	1.6%	1.0%	< 4.2%	0.0%

Disability	Applied	First Round	Second Round	Offer Made
Yes	222	51	22	6
No	1574	398	180	84
Prefer not to say	174	35	17	7

Disability	Applied	First Round	Second Round	Offer Made
Yes	11.3%	10.5%	10.0%	6.2%
No	79.9%	82.2%	82.2%	86.6%
Prefer not to say	8.8%	7.2%	7.8%	7.2%

Sexual Orientation	Applied	First Round	Second Round	Offer Made
Bisexual	145	38	17	< 5
Gay Man	50	11	5	< 5
Gay Woman/Lesbian	25	6	< 5	< 5
Heterosexual	1500	382	170	78
Prefer not to say	226	< 48	21	10

Sexual Orientation	Applied	First Round	Second Round	Offer Made
Bisexual	7.4%	7.9%	7.8%	< 9.4%
Gay Man	2.5%	2.3%	2.3%	< 9.4%
Gay Woman/Lesbian	1.3%	1.2%	< 2.9%	< 9.4%
Heterosexual	76.1%	78.9%	77.6%	80.4%
Prefer not to say	11.5%	< 9.8%	9.6%	10.3%

Prefer to use another term	24	< 48	< 5	< 5
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Prefer to use another term	1.2%	< 9.8%	< 2.9%	< 9.4%
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General Civil

Age	Applied	First Round	Second Round	Offer Made
16 to 21	36	< 5	0	0
22 to 24	716	189	73	32
25 to 34	1204	447	204	72
35 to 44	199	50	18	< 5
45 to 54	57	14	6	< 5
55 to 64	< 24	< 5	0	0
65+	< 24	< 5	0	0
Prefer not to say	159	44	13	8

Age	Applied	First Round	Second Round	Offer Made
16 to 21	1.5%	< 1.3%	0.0%	0.0%
22 to 24	29.9%	25.1%	23.2%	27.4%
25 to 34	50.3%	59.4%	65.0%	61.5%
35 to 44	8.3%	6.6%	5.7%	< 4.4%
45 to 54	2.4%	1.9%	1.9%	< 4.4%
55 to 64	< 1.1%	< 1.3%	0.0%	0.0%
65+	< 1.1%	< 1.3%	0.0%	0.0%
Prefer not to say	6.6%	5.8%	4.1%	6.8%

Gender	Applied	First Round	Second Round	Offer Made
Female	1378	398	176	67
Male	889	312	124	41
Prefer not to say	127	43	14	9

Gender	Applied	First Round	Second Round	Offer Made
Female	57.6%	52.9%	56.1%	57.3%
Male	37.1%	41.4%	39.5%	35.0%
Prefer not to say	5.3%	5.7%	4.5%	7.7%

Current Identity Assigned at Birth	Applied	First Round	Second Round	Offer Made
Yes	2228	692	295	107
No	13	5	< 20	< 11
Prefer not to say	153	56	< 20	< 11

Current Identity Assigned at Birth	Applied	First Round	Second Round	Offer Made
Yes	93.1%	91.9%	93.9%	91.5%
No	0.5%	0.7%	< 6.2%	< 8.6%
Prefer not to say	6.4%	7.4%	< 6.2%	< 8.6%

Ethnicity	Applied	First Round	Second Round	Offer Made
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Ethnicity	Applied	First Round	Second Round	Offer Made
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Any other ethnic group	28	7	< 5	0
Arab	24	7	< 5	< 5
Asian or Asian British – Any other Asian Background	63	14	6	< 5
Asian or Asian British – Bangladeshi	55	11	< 5	< 5
Asian or Asian British – Chinese	72	19	6	< 5
Asian or Asian British – Indian	162	36	11	< 5
Asian or Asian British – Pakistani	149	29	8	< 5
Black/African/Caribbean/Black – African	94	13	< 5	< 5
Black/African/Caribbean/Black – Any other Black Background	11	< 5	0	0
Black/African/Caribbean/Black British - Caribbean	67	14	8	< 5
Mixed - Any other Mixed/multiple ethnic Background	60	10	< 5	0
Mixed - White and Asian	47	13	< 5	< 5
Mixed - White and Black African	18	5	< 5	< 5
Mixed - White and Black Caribbean	21	< 5	< 5	0
Mixed - White and Chinese	< 5	< 5	0	0
Other	31	8	< 5	< 5
Prefer not to say	182	57	14	10
White - Any other white background	202	67	29	13

Any other ethnic group	1.2%	0.9%	< 7.8%	0.0%
Arab	1.0%	0.9%	< 7.8%	< 19.8%
Asian or Asian British – Any other Asian Background	2.6%	1.9%	1.9%	< 19.8%
Asian or Asian British – Bangladeshi	2.3%	1.5%	< 7.8%	< 19.8%
Asian or Asian British – Chinese	3.0%	2.5%	1.9%	< 19.8%
Asian or Asian British – Indian	6.8%	4.8%	3.5%	< 19.8%
Asian or Asian British – Pakistani	6.2%	3.9%	2.5%	< 19.8%
Black/African/Caribbean/Black - African	3.9%	1.7%	< 7.8%	< 19.8%
Black/African/Caribbean/Black – Any other Black Background	0.5%	< 0.8%	0.0%	0.0%
Black/African/Caribbean/Black British - Caribbean	2.8%	1.9%	2.5%	< 19.8%
Mixed - Any other Mixed/multiple ethnic Background	2.5%	1.3%	< 7.8%	0.0%
Mixed - White and Asian	2.0%	1.7%	< 7.8%	< 19.8%
Mixed - White and Black African	0.8%	0.7%	< 7.8%	< 19.8%
Mixed - White and Black Caribbean	0.9%	< 0.8%	< 7.8%	0.0%
Mixed - White and Chinese	< 0.3%	< 0.8%	0.0%	0.0%
Other	1.3%	1.1%	< 7.8%	< 19.8%
Prefer not to say	7.6%	7.6%	4.5%	8.5%
White - Any other white background	8.4%	8.9%	9.2%	11.1%

White - British/English/ Welsh/Northern Irish/Scottish	1062	418	199	71
White - Gypsy or Irish Traveller	< 5	0	0	0
White - Irish	41	19	9	< 5

White - British/English/Welsh/Northern Irish/Scottish	44.4%	55.5%	63.4%	60.7%
White - Gypsy or Irish Traveller	< 0.3%	0.0%	0.0%	0.0%
White - Irish	1.7%	2.5%	2.9%	< 19.8%

Religion or Belief	Applied	First Round	Second Round	Offer Made
Agnostic	114	47	24	14
Buddhist	41	8	< 5	0
Christian	652	203	81	26
Hindu	95	10	< 5	0
Jewish	42	23	14	< 5
Muslim	270	53	15	8
No Religion	765	286	132	44
Other	48	8	< 5	< 5
Prefer not to say	327	108	38	20
Sikh	40	7	< 5	0

Religion or Belief	Applied	First Round	Second Round	Offer Made
Agnostic	4.8%	6.2%	7.6%	12.0%
Buddhist	1.7%	1.1%	< 3.3%	0.0%
Christian	27.2%	27.0%	25.8%	22.2%
Hindu	4.0%	1.3%	< 3.3%	0.0%
Jewish	1.8%	3.1%	4.5%	< 4.4%
Muslim	11.3%	7.0%	4.8%	6.8%
No Religion	32.0%	38.0%	42.0%	37.6%
Other	2.0%	1.1%	< 3.3%	< 4.4%
Prefer not to say	13.7%	14.3%	12.1%	17.1%
Sikh	1.7%	0.9%	< 3.3%	0.0%

Disability	Applied	First Round	Second Round	Offer Made
Yes	282	100	39	7
No	1885	582	248	97
Prefer not to say	227	71	27	13

Disability	Applied	First Round	Second Round	Offer Made
Yes	11.8%	13.3%	12.4%	6.0%
No	78.7%	77.3%	79.0%	82.9%
Prefer not to say	9.5%	9.4%	8.6%	11.1%

Sexual Orientation	Applied	First Round	Second Round	Offer Made
Bisexual	189	74	35	16

Sexual Orientation	Applied	First Round	Second Round	Offer Made
Bisexual	7.9%	9.8%	11.1%	13.7%

Gay Man	69	21	< 9	< 5
Gay Woman/Lesbian	24	10	< 9	< 5
Heterosexual	1787	536	226	74
Prefer not to say	296	102	37	18
Prefer to use another term	29	10	8	5

Gay Man	2.9%	2.8%	< 2.7%	< 3.5%
Gay Woman/Lesbian	1.0%	1.3%	< 2.7%	< 3.5%
Heterosexual	74.6%	71.2%	72.0%	63.2%
Prefer not to say	12.4%	13.5%	11.8%	15.4%
Prefer to use another term	1.2%	1.3%	2.5%	4.3%

Mixed Practice

Age	Applied	First Round	Second Round	Offer Made
16 to 21	35	< 5	< 5	0
22 to 24	722	199	74	47
25 to 34	1212	479	211	83
35 to 44	204	62	20	7
45 to 54	57	15	< 5	< 9
55 to 64	< 26	5	0	0
65+	< 26	< 5	0	0
Prefer not to say	153	47	10	< 9

Age	Applied	First Round	Second Round	Offer Made
16 to 21	1.5%	< 0.8%	< 1.7%	0.0%
22 to 24	30.0%	24.5%	23.1%	37.6%
25 to 34	50.3%	58.9%	65.9%	66.4%
35 to 44	8.5%	7.6%	6.3%	5.6%
45 to 54	2.4%	1.8%	< 1.7%	< 6.5%
55 to 64	< 1.2%	0.6%	0.0%	0.0%
65+	< 1.2%	< 0.8%	0.0%	0.0%
Prefer not to say	6.4%	5.8%	3.1%	< 6.5%

Gender	Applied	First Round	Second Round	Offer Made
Female	1391	421	177	71
Male	897	351	132	48
Prefer not to say	120	41	11	6

Gender	Applied	First Round	Second Round	Offer Made
Female	57.8%	51.8%	55.3%	56.8%
Male	37.3%	43.2%	41.3%	38.4%
Prefer not to say	5.0%	5.0%	3.4%	4.8%

Current Identity Assigned at Birth	Applied	First Round	Second Round	Offer Made
Yes	2248	755	304	118
No	12	5	< 17	< 8

Current Identity Assigned at Birth	Applied	First Round	Second Round	Offer Made
Yes	93.4%	92.9%	95.0%	94.4%
No	0.5%	0.6%	< 5.1%	< 5.7%

Prefer not to say	148	53	< 17	< 8
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Prefer not to say	6.1%	6.5%	< 5.1%	< 5.7%
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Ethnicity	Applied	First Round	Second Round	Offer Made
Any other ethnic group	24	6	< 5	0
Arab	23	8	< 5	< 5
Asian or Asian British - Any other Asian Background	59	11	5	< 5
Asian or Asian British - Bangladeshi	56	13	< 5	< 5
Asian or Asian British - Chinese	73	23	5	< 5
Asian or Asian British - Indian	159	37	13	6
Asian or Asian British - Pakistani	144	23	6	5
Black/African/Caribbean/Black - African	103	17	< 5	0
Black/African/Caribbean/Black - Any other Black Background	12	< 5	0	0
Black/African/Caribbean/Black British - Caribbean	72	14	7	< 5
Mixed - Any other Mixed/multiple ethnic Background	58	15	< 5	< 5
Mixed - White and Asian	50	18	< 5	< 5
Mixed - White and Black African	17	< 5	< 5	< 5
Mixed - White and Black Caribbean	28	7	< 5	< 5
Mixed - White and Chinese	5	< 5	< 5	< 5
Other	31	8	< 5	< 5
Prefer not to say	178	59	12	7

Ethnicity	Applied	First Round	Second Round	Offer Made
Any other ethnic group	1.0%	0.7%	< 7.7%	0.0%
Arab	1.0%	1.0%	< 7.7%	< 14.5%
Asian or Asian British - Any other Asian Background	2.5%	1.4%	1.6%	< 14.5%
Asian or Asian British - Bangladeshi	2.3%	1.6%	< 7.7%	< 14.5%
Asian or Asian British - Chinese	3.0%	2.8%	1.6%	< 14.5%
Asian or Asian British - Indian	6.6%	4.6%	4.1%	4.8%
Asian or Asian British - Pakistani	6.0%	2.8%	1.9%	4.0%
Black/African/Caribbean/Black - African	4.3%	2.1%	< 7.7%	0.0%
Black/African/Caribbean/Black - Any other Black Background	0.5%	< 0.8%	0.0%	0.0%
Black/African/Caribbean/Black British - Caribbean	3.0%	1.7%	2.2%	< 14.5%
Mixed - Any other Mixed/multiple ethnic Background	2.4%	1.8%	< 7.7%	< 14.5%
Mixed - White and Asian	2.1%	2.2%	< 7.7%	< 14.5%
Mixed - White and Black African	0.7%	< 0.8%	< 7.7%	< 14.5%
Mixed - White and Black Caribbean	1.2%	0.9%	< 7.7%	< 14.5%
Mixed - White and Chinese	0.2%	< 0.8%	< 7.7%	< 14.5%
Other	1.3%	1.0%	< 7.7%	< 14.5%
Prefer not to say	7.4%	7.3%	3.8%	5.6%

White - Any other white background	194	72	29	11
White - British/English/Welsh/Northern Irish/Scottish	1082	453	205	75
White - Gypsy or Irish Traveller	< 41	0	0	0
White - Irish	< 41	23	13	3

White - Any other white background	8.1%	8.9%	9.1%	8.8%
White - British/English/Welsh/Northern Irish/Scottish	44.9%	55.7%	64.1%	60.0%
White - Gypsy or Irish Traveller	< 1.7%	0.0%	0.0%	0.0%
White - Irish	< 1.7%	2.8%	4.1%	2.4%

Religion or Belief	Applied	First Round	Second Round	Offer Made
Agnostic	113	52	23	9
Buddhist	41	7	< 5	0
Christian	658	214	74	26
Hindu	92	16	< 5	< 5
Jewish	41	25	14	6
Muslim	264	48	15	11
No Religion	785	314	143	49
Other	50	8	< 5	< 5
Prefer not to say	325	124	41	21
Sikh	39	5	< 5	0

Religion or Belief	Applied	First Round	Second Round	Offer Made
Agnostic	4.7%	6.4%	7.2%	7.2%
Buddhist	1.7%	0.9%	< 3.2%	0.0%
Christian	27.3%	26.3%	23.1%	20.8%
Hindu	3.8%	2.0%	< 3.2%	< 2.5%
Jewish	1.7%	3.1%	4.4%	4.8%
Muslim	11.0%	5.9%	4.7%	8.8%
No Religion	32.6%	38.6%	44.7%	39.2%
Other	2.1%	1.0%	< 3.2%	< 2.5%
Prefer not to say	13.5%	15.3%	12.8%	16.8%
Sikh	1.6%	0.6%	< 3.2%	0.0%

Disability	Applied	First Round	Second Round	Offer Made
Yes	289	122	43	11
No	1898	615	255	103
Prefer not to say	221	76	22	11

Disability	Applied	First Round	Second Round	Offer Made
Yes	12.0%	15.0%	13.4%	8.8%
No	78.8%	75.6%	79.7%	82.4%
Prefer not to say	9.2%	9.3%	6.9%	8.8%

Sexual Orientation	Applied	First	Second	Offer
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Sexual Orientation	Applied	First	Second	Offer
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		Round	Round	Made
Bisexual	184	74	34	13
Gay Man	75	32	< 12	< 5
Gay Woman/Lesbian	27	8	< 12	< 5
Heterosexual	1795	574	229	85
Prefer not to say	297	114	38	18
Prefer to use another term	30	11	8	5

		Round	Round	Made
Bisexual	7.6%	9.1%	10.6%	10.4%
Gay Man	3.1%	3.9%	< 3.5%	< 3.3%
Gay Woman/Lesbian	1.1%	1.0%	< 3.5%	< 3.3%
Heterosexual	74.5%	70.6%	71.6%	68.0%
Prefer not to say	12.3%	14.0%	11.9%	14.4%
Prefer to use another term	1.2%	1.4%	2.5%	4.0%

Section C4: Outcomes based on social mobility

- Limited conclusions can be made from this data, as we have not controlled for e.g., higher education institution, degree class, or BPTC grade
- The Social Mobility Commission breaks parental occupation into three groups: professional backgrounds, intermediate backgrounds, and lower socio-economic backgrounds³⁹
- Across all practice areas, 11.4 per cent (9.5 per cent in 2021) of those from professional backgrounds achieved pupillage, compared to 10.3 per cent (7.3 per cent in 2021) from intermediate backgrounds and 6.5 per cent (5.9 per cent in 2021) from lower socio-economic backgrounds
- Across all practice areas, 10.5 per cent (8.7 per cent in 2021) of candidates who were not eligible for Free School Meals received offers of pupillage compared to 6.3 per cent (5.5 per cent in 2021) of candidates who were eligible for Free School Meals

All applicants

Eligible for Free School Meals	Applied	First Round	Second Round	Offer Made
Yes	523	228	91	33

Eligible for Free School Meals	Applied	First Round	Second Round	Offer Made
Yes	18.8%	18.2%	14.7%	12.3%

³⁹ 7 Social Mobility Commission, 'Measurement' <https://socialmobilityworks.org/toolkit/measurement/>

No	1845	843	437	193
Prefer not to say	414	184	89	42

No	66.3%	67.2%	70.8%	72.0%
Prefer not to say	14.9%	14.7%	14.4%	15.7%

Occupation of Highest Earning Parent	Applied	First Round	Second Round	Offer Made
Barrister or judge	75	36	18	5
Clerical and intermediate occupations	117	58	29	12
I don't know	59	24	9	< 5
I Prefer not to say	404	167	76	34
Long term unemployed	104	44	17	8
Middle or junior managers	140	68	31	13
Modern professional occupations	574	276	136	61
Retired	57	24	10	5
Routine manual and service occupations	179	71	37	12
Semi-routine manual and service	92	36	18	< 5
Senior managers or administrators	369	172	77	43
Technical and craft occupations	175	71	39	12
This question does not apply to me	42	9	< 5	< 5
Traditional professional occupations	395	199	117	55

Occupation of Highest Earning Parent	Applied	First Round	Second Round	Offer Made
Barrister or judge	2.7%	2.9%	2.9%	1.9%
Clerical and intermediate occupations	4.2%	4.6%	4.7%	4.5%
I don't know	2.1%	1.9%	1.5%	< 3.0%
I Prefer not to say	14.5%	13.3%	12.3%	12.7%
Long term unemployed	3.7%	3.5%	2.8%	3.0%
Middle or junior managers	5.0%	5.4%	5.0%	4.9%
Modern professional occupations	20.6%	22.0%	22.0%	22.8%
Retired	2.0%	1.9%	1.6%	1.9%
Routine manual and service occupations	6.4%	5.7%	6.0%	4.5%
Semi-routine manual and service	3.3%	2.9%	2.9%	< 3.0%
Senior managers or administrators	13.3%	13.7%	12.5%	16.0%
Technical and craft occupations	6.3%	5.7%	6.3%	4.5%
This question does not apply to me	1.5%	0.7%	< 0.6%	< 3.0%
Traditional professional occupations	14.2%	15.9%	19.0%	20.5%

Chancery

Eligible for Free School Meals	Applied	First Round	Second Round	Offer Made
Yes	305	72	28	7
No	1112	294	133	42
Prefer not to say	249	72	32	17

Eligible for Free School Meals	Applied	First Round	Second Round	Offer Made
Yes	18.3%	16.4%	14.5%	10.6%
No	66.7%	67.1%	68.9%	63.6%
Prefer not to say	14.9%	16.4%	16.6%	25.8%

Occupation of Highest Earning Parent	Applied	First Round	Second Round	Offer Made
Barrister or judge	41	14	9	< 5
Clerical and intermediate occupations	67	15	6	< 5
I don't know	32	< 5	< 5	< 5
I Prefer not to say	231	60	21	12
Long term unemployed	60	11	< 5	< 5
Middle or junior managers	87	27	10	< 5
Modern professional occupations	353	97	50	21
Retired	36	7	< 5	< 5
Routine manual and service occupations	103	22	9	< 5
Semi-routine manual and service	58	11	6	0
Senior managers or administrators	217	58	19	6
Technical and craft occupations	94	18	7	< 5
This question does not apply to me	26	< 5	< 5	0
Traditional professional occupations	261	92	46	14

Occupation of Highest Earning Parent	Applied	First Round	Second Round	Offer Made
Barrister or judge	2.5%	3.2%	4.7%	< 19.3%
Clerical and intermediate occupations	4.0%	3.4%	3.1%	< 19.3%
I don't know	1.9%	< 1.5%	< 5.3%	< 19.3%
I Prefer not to say	13.9%	13.7%	10.9%	18.2%
Long term unemployed	3.6%	2.5%	< 5.3%	< 19.3%
Middle or junior managers	5.2%	6.2%	5.2%	< 19.3%
Modern professional occupations	21.2%	22.1%	25.9%	31.8%
Retired	2.2%	1.6%	< 5.3%	< 19.3%
Routine manual and service occupations	6.2%	5.0%	4.7%	< 19.3%
Semi-routine manual and service	3.5%	2.5%	3.1%	0.0%
Senior managers or administrators	13.0%	13.2%	9.8%	9.1%
Technical and craft occupations	5.6%	4.1%	3.6%	< 19.3%
This question does not apply to me	1.6%	< 1.5%	< 5.3%	0.0%
Traditional professional occupations	15.7%	21.0%	23.8%	21.2%

Commercial

Eligible for Free School Meals	Applied	First Round	Second Round	Offer Made
Yes	305	87	27	8
No	1136	389	163	61
Prefer not to say	270	95	45	22

Eligible for Free School Meals	Applied	First Round	Second Round	Offer Made
Yes	17.8%	15.2%	11.5%	8.8%
No	66.4%	68.1%	69.4%	67.0%
Prefer not to say	15.8%	16.6%	19.1%	24.2%

Occupation of Highest Earning Parent	Applied	First Round	Second Round	Offer Made
Barrister or judge	41	19	7	< 5
Clerical and intermediate occupations	75	23	9	< 5
I don't know	30	5	< 5	0
I Prefer not to say	248	83	36	15
Long term unemployed	58	14	5	< 5
Middle or junior managers	83	27	10	< 5
Modern professional occupations	358	131	58	23
Retired	38	12	5	< 5
Routine manual and service occupations	104	25	7	< 5
Semi-routine manual and service	61	14	6	0
Senior managers or administrators	222	78	27	13
Technical and craft occupations	96	20	5	< 5
This question does not apply to me	24	< 5	< 5	< 5
Traditional professional occupations	273	117	58	23

Occupation of Highest Earning Parent	Applied	First Round	Second Round	Offer Made
Barrister or judge	2.4%	3.3%	3.0%	< 18.7%
Clerical and intermediate occupations	4.4%	4.0%	3.8%	< 18.7%
I don't know	1.8%	0.9%	< 0.9%	0.0%
I Prefer not to say	14.5%	14.5%	15.3%	16.5%
Long term unemployed	3.4%	2.5%	2.1%	< 18.7%
Middle or junior managers	4.9%	4.7%	4.3%	< 18.7%
Modern professional occupations	20.9%	22.9%	24.7%	25.3%
Retired	2.2%	2.1%	2.1%	< 18.7%
Routine manual and service occupations	6.1%	4.4%	3.0%	< 18.7%
Semi-routine manual and service	3.6%	2.5%	2.6%	0.0%
Senior managers or administrators	13.0%	13.7%	11.5%	14.3%
Technical and craft occupations	5.6%	3.5%	2.1%	< 18.7%
This question does not apply to me	1.4%	< 0.6%	< 0.9%	< 18.7%
Traditional professional occupations	16.0%	20.5%	24.7%	25.3%

Crime

Eligible for Free School Meals	Applied	First Round	Second Round	Offer Made
Yes	407	114	50	15
No	1360	383	186	73
Prefer not to say	283	71	33	11

Eligible for Free School Meals	Applied	First Round	Second Round	Offer Made
Yes	19.9%	20.1%	18.6%	15.2%
No	66.3%	67.4%	69.1%	73.7%
Prefer not to say	13.8%	12.5%	12.3%	11.1%

Occupation of Highest Earning Parent	Applied	First Round	Second Round	Offer Made
Barrister or judge	54	12	7	< 5
Clerical and intermediate occupations	88	31	15	6
I don't know	42	10	5	< 5
I Prefer not to say	273	70	27	13
Long term unemployed	77	21	9	< 5
Middle or junior managers	110	30	18	9
Modern professional occupations	446	132	63	25
Retired	41	10	< 5	< 5
Routine manual and service occupations	133	41	21	< 5
Semi-routine manual and service	72	19	10	< 5
Senior managers or administrators	277	73	27	13
Technical and craft occupations	132	39	22	7
This question does not apply to me	31	6	< 5	0

Occupation of Highest Earning Parent	Applied	First Round	Second Round	Offer Made
Barrister or judge	2.6%	2.1%	2.6%	< 13.2%
Clerical and intermediate occupations	4.3%	5.5%	5.6%	6.1%
I don't know	2.0%	1.8%	1.9%	< 13.2%
I Prefer not to say	13.3%	12.3%	10.0%	13.1%
Long term unemployed	3.8%	3.7%	3.3%	< 13.2%
Middle or junior managers	5.4%	5.3%	6.7%	9.1%
Modern professional occupations	21.8%	23.2%	23.4%	25.3%
Retired	2.0%	1.8%	< 2.0%	< 13.2%
Routine manual and service occupations	6.5%	7.2%	7.8%	< 13.2%
Semi-routine manual and service	3.5%	3.3%	3.7%	< 13.2%
Senior managers or administrators	13.5%	12.9%	10.0%	13.1%
Technical and craft occupations	6.4%	6.9%	8.2%	7.1%
This question does not apply to me	1.5%	1.1%	< 2.0%	0.0%

Traditional professional occupations	274	74	40	13
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Traditional professional occupations	13.4%	13.0%	14.9%	13.1%
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Family

Eligible for Free School Meals	Applied	First Round	Second Round	Offer Made
Yes	393	94	41	14
No	1317	341	156	75
Prefer not to say	260	49	22	8

Eligible for Free School Meals	Applied	First Round	Second Round	Offer Made
Yes	19.9%	19.4%	18.7%	14.4%
No	66.9%	70.5%	71.2%	77.3%
Prefer not to say	13.2%	10.1%	10.0%	8.2%

Occupation of Highest Earning Parent	Applied	First Round	Second Round	Offer Made
Barrister or judge	46	12	6	0
Clerical and intermediate occupations	81	28	10	< 5
I don't know	40	5	< 5	0
I Prefer not to say	262	52	23	13
Long term unemployed	77	12	5	< 5
Middle or junior managers	110	35	19	7
Modern professional occupations	433	117	53	25
Retired	42	11	< 5	< 5
Routine manual and service occupations	129	29	10	< 5
Semi-routine manual and service	64	14	9	< 5
Senior managers or administrators	271	74	27	21
Technical and craft occupations	125	30	18	< 5
This question does not apply to me	29	6	< 5	< 5

Occupation of Highest Earning Parent	Applied	First Round	Second Round	Offer Made
Barrister or judge	2.3%	2.5%	2.7%	0.0%
Clerical and intermediate occupations	4.1%	5.8%	4.6%	< 15.6%
I don't know	2.0%	1.0%	< 3.7%	0.0%
I Prefer not to say	13.3%	10.7%	10.5%	13.4%
Long term unemployed	3.9%	2.5%	2.3%	< 15.6%
Middle or junior managers	5.6%	7.2%	8.7%	7.2%
Modern professional occupations	22.0%	24.2%	24.2%	25.8%
Retired	2.1%	2.3%	< 3.7%	< 15.6%
Routine manual and service occupations	6.5%	6.0%	4.6%	< 15.6%
Semi-routine manual and service	3.2%	2.9%	4.1%	< 15.6%
Senior managers or administrators	13.8%	15.3%	12.3%	21.6%
Technical and craft occupations	6.3%	6.2%	8.2%	< 15.6%
This question does not apply to me	1.5%	1.2%	< 3.7%	< 15.6%

Traditional professional occupations	261	59	31	16
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Traditional professional occupations	13.2%	12.2%	14.2%	16.5%
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General Civil

Eligible for Free School Meals	Applied	First Round	Second Round	Offer Made
Yes	457	131	49	13
No	1594	517	227	86
Prefer not to say	343	105	38	18

Eligible for Free School Meals	Applied	First Round	Second Round	Offer Made
Yes	19.1%	17.4%	15.6%	11.1%
No	66.6%	68.7%	72.3%	73.5%
Prefer not to say	14.3%	13.9%	12.1%	15.4%

Occupation of Highest Earning Parent	Applied	First Round	Second Round	Offer Made
Barrister or judge	65	21	11	< 5
Clerical and intermediate occupations	96	37	15	< 5
I don't know	51	9	< 5	0
I Prefer not to say	339	91	30	16
Long term unemployed	90	27	10	6
Middle or junior managers	120	45	18	< 5
Modern professional occupations	510	175	79	31
Retired	48	14	5	< 5
Routine manual and service occupations	154	34	12	< 5
Semi-routine manual and service	78	19	10	< 5
Senior managers or administrators	322	107	40	19
Technical and craft occupations	141	39	21	< 5
This question does not apply to me	30	5	< 5	< 5

Occupation of Highest Earning Parent	Applied	First Round	Second Round	Offer Made
Barrister or judge	2.7%	2.8%	3.5%	< 18.9%
Clerical and intermediate occupations	4.0%	4.9%	4.8%	< 18.9%
I don't know	2.1%	1.2%	< 1.0%	0.0%
I Prefer not to say	14.2%	12.1%	9.6%	13.7%
Long term unemployed	3.8%	3.6%	3.2%	5.1%
Middle or junior managers	5.0%	6.0%	5.7%	< 18.9%
Modern professional occupations	21.3%	23.2%	25.2%	26.5%
Retired	2.0%	1.9%	1.6%	< 18.9%
Routine manual and service occupations	6.4%	4.5%	3.8%	< 18.9%
Semi-routine manual and service	3.3%	2.5%	3.2%	< 18.9%
Senior managers or administrators	13.5%	14.2%	12.7%	16.2%
Technical and craft occupations	5.9%	5.2%	6.7%	< 18.9%
This question does not apply to me	1.3%	0.7%	< 1.0%	< 18.9%

Traditional professional occupations	350	130	60	23
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Traditional professional occupations	14.6%	17.3%	19.1%	19.7%
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Mixed Practice

Eligible for Free School Meals	Applied	First Round	Second Round	Offer Made
Yes	469	142	47	17
No	1598	558	231	89
Prefer not to say	341	113	42	19

Eligible for Free School Meals	Applied	First Round	Second Round	Offer Made
Yes	19.5%	17.5%	14.7%	13.6%
No	66.4%	68.6%	72.2%	71.2%
Prefer not to say	14.2%	13.9%	13.1%	15.2%

Occupation of Highest Earning Parent	Applied	First Round	Second Round	Offer Made
Barrister or judge	65	22	15	< 5
Clerical and intermediate occupations	97	39	19	6
I don't know	51	10	< 5	0
I Prefer not to say	334	104	28	14
Long term unemployed	88	26	8	< 5
Middle or junior managers	122	51	20	7
Modern professional occupations	512	176	78	26
Retired	49	18	5	< 5
Routine manual and service occupations	156	44	13	5
Semi-routine manual and service	79	23	11	< 5
Senior managers or administrators	329	110	41	22
Technical and craft occupations	144	46	18	< 5
This question does not apply to me	35	5	0	< 5

Occupation of Highest Earning Parent	Applied	First Round	Second Round	Offer Made
Barrister or judge	2.7%	2.7%	4.7%	< 15.3%
Clerical and intermediate occupations	4.0%	4.8%	5.9%	4.8%
I don't know	2.1%	1.2%	< 0.7%	0.0%
I Prefer not to say	13.9%	12.8%	8.8%	11.2%
Long term unemployed	3.7%	3.2%	2.5%	< 15.3%
Middle or junior managers	5.1%	6.3%	6.3%	5.6%
Modern professional occupations	21.3%	21.6%	24.4%	20.8%
Retired	2.0%	2.2%	1.6%	< 15.3%
Routine manual and service occupations	6.5%	5.4%	4.1%	4.0%
Semi-routine manual and service	3.3%	2.8%	3.4%	< 15.3%
Senior managers or administrators	13.7%	13.5%	12.8%	17.6%
Technical and craft occupations	6.0%	5.7%	5.6%	< 15.3%
This question does not apply to me	1.5%	0.6%	0.0%	< 15.3%

Traditional professional occupations	347	139	62	26	Traditional professional occupations	14.4%	17.1%	19.4%	20.8%
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Section C5: Outcomes based on education

- Limited conclusions can be made from this data, as we have not controlled for e.g., higher education institution
- 16.4 per cent (14.6 per cent in 2021) of candidates with a first-class degree received an offer of pupillage compared to 6.8 per cent (5.4 per cent) of candidates with an upper second-class degree
- 8.0 per cent (6.4 per cent in 2021) of candidates with a law degree secured pupillage, compared to 13.3 per cent (11.6 per cent in 2021) of those who did not study law
- 25.7 per cent (20.8 per cent in 2021) of candidates who had achieved Outstanding in their BPTC or equivalent vocational component course secured an offer of pupillage, compared to 10.3 per cent (10.5 per cent in 2021) who had achieved Very Competent and 3.0 per cent (2.1 per cent in 2021) who had achieved Competent
- 9.7 per cent (7.4 per cent in 2021) of candidates who had not yet completed their BPTC or equivalent vocational component course secured an offer
- 18.0 per cent (16.3 per cent in 2021) of candidates who were in receipt of a scholarship from one of the Inns of Court secured an offer of pupillage compared to 5.6 per cent (4.0 per cent in 2021) of candidates who did not have a scholarship. Therefore, candidates with a scholarship were 3.2 times more likely to secure pupillage compared to 4 times in 2021. 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

Degree Class	Applied	First Round	Second Round	Offer Made
First	917	596	325	150
Upper Second Class Honours	1342	521	232	91
Lower Second Class Honours	183	28	12	< 5

Degree Class	Applied	First Round	Second Round	Offer Made
First	33.0%	47.5%	52.7%	56.0%
Upper Second Class Honours	48.2%	41.5%	37.6%	34.0%
Lower Second Class Honours	6.6%	2.2%	1.9%	< 1.5%

Third	9	< 5	0	0
No Minimum	18	< 5	< 5	< 5
Prefer not to say	313	105	46	23

Third	0.3%	< 0.5%	0.0%	0.0%
No Minimum	0.6%	< 0.5%	0.3%	< 1.5%
Prefer not to say	11.3%	8.4%	7.5%	8.6%

Law Degree	Applied	First Round	Second Round	Offer Made
Yes	1731	705	329	139
No	814	457	247	108
Prefer not to say	237	93	41	21

Law Degree	Applied	First Round	Second Round	Offer Made
Yes	62.2%	56.2%	53.3%	51.9%
No	29.3%	36.4%	40.0%	40.3%
Prefer not to say	8.5%	7.4%	6.7%	7.8%

BPTC Grade	Applied	First Round	Second Round	Offer Made
Outstanding	70	56	42	18
Very Competent	561	337	170	58
Competent	267	60	17	8
Not Yet Completed	1523	655	319	147
Prefer not to say	361	337	69	37

BPTC Grade	Applied	First Round	Second Round	Offer Made
Outstanding	2.5%	4.5%	6.8%	6.7%
Very Competent	20.2%	26.9%	27.6%	21.6%
Competent	9.6%	4.8%	2.8%	3.0%
Not Yet Completed	54.7%	52.2%	51.7%	54.9%
Prefer not to say	13.0%	26.9%	11.2%	13.8%

Work Experience/Mini Pupillage	Applied	First Round	Second Round	Offer Made
Yes	1998	1044	542	229
No	487	109	34	18
Prefer not to say	297	102	41	21

Work Experience/Mini Pupillage	Applied	First Round	Second Round	Offer Made
Yes	71.8%	83.2%	87.8%	85.4%
No	17.5%	8.7%	5.5%	6.7%
Prefer not to say	10.7%	8.1%	6.6%	7.8%

Scholarship	Applied	First Round	Second Round	Offer Made
Yes	728	522	313	131
No	1527	496	197	85

Scholarship	Applied	First Round	Second Round	Offer Made
Yes	26.2%	41.6%	50.7%	48.9%
No	54.9%	39.5%	31.9%	31.7%

Prefer not to say	527	237	107	52
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Prefer not to say	18.9%	18.9%	17.3%	19.4%
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Chancery

Degree Class	Applied	First Round	Second Round	Offer Made
First	591	252	120	45
Upper Second Class Honours	774	136	57	12
Lower Second Class Honours	104	< 10	< 5	0
Third	6	0	0	0
No Minimum	9	< 10	< 5	0
Prefer not to say	182	41	13	9

Degree Class	Applied	First Round	Second Round	Offer Made
First	35.5%	57.5%	62.2%	68.2%
Upper Second Class Honours	46.5%	31.1%	29.5%	18.2%
Lower Second Class Honours	6.2%	< 2.1%	<1.6%	0.0%
Third	0.4%	0.0%	0.0%	0.0%
No Minimum	0.5%	< 2.1%	< 1.6%	0.0%
Prefer not to say	10.9%	9.4%	6.7%	13.6%

Law Degree	Applied	First Round	Second Round	Offer Made
Yes	1024	240	107	30
No	506	163	75	28
Prefer not to say	136	35	11	8

Law Degree	Applied	First Round	Second Round	Offer Made
Yes	61.5%	54.8%	55.4%	45.5%
No	30.4%	37.2%	38.9%	42.4%
Prefer not to say	8.2%	8.0%	5.7%	12.1%

BPTC Grade	Applied	First Round	Second Round	Offer Made
Outstanding	52	32	21	7
Very Competent	348	112	51	< 13
Competent	159	13	5	< 13
Not Yet Completed	886	219	92	34
Prefer not to say	221	62	24	13

BPTC Grade	Applied	First Round	Second Round	Offer Made
Outstanding	3.1%	7.3%	10.9%	10.6%
Very Competent	20.9%	25.6%	26.4%	< 18.3%
Competent	9.5%	3.0%	2.6%	< 18.3%
Not Yet Completed	53.2%	50.0%	47.7%	51.5%
Prefer not to say	13.3%	14.2%	12.4%	19.7%

Work Experience/Mini Pupillage	Applied	First Round	Second Round	Offer Made
Yes	1216	375	176	53
No	275	26	5	< 14
Prefer not to say	175	37	12	< 14

Work Experience/Mini Pupillage	Applied	First Round	Second Round	Offer Made
Yes	73.0%	85.6%	91.2%	80.3%
No	16.5%	5.9%	2.6%	< 19.8%
Prefer not to say	10.5%	8.4%	6.2%	< 19.8%

Scholarship	Applied	First Round	Second Round	Offer Made
Yes	444	189	104	37
No	898	156	52	10
Prefer not to say	324	93	37	19

Scholarship	Applied	First Round	Second Round	Offer Made
Yes	26.7%	43.2%	53.9%	56.1%
No	53.9%	35.6%	26.9%	15.2%
Prefer not to say	19.4%	21.2%	19.2%	28.8%

Commercial

Degree Class	Applied	First Round	Second Round	Offer Made
First	639	344	158	64
Upper Second Class Honours	764	163	55	16
Lower Second Class Honours	93	9	< 5	0
Third	5	< 5	0	0
No Minimum	7	< 5	< 5	0
Prefer not to say	203	53	19	11

Degree Class	Applied	First Round	Second Round	Offer Made
First	37.3%	60.2%	67.2%	70.3%
Upper Second Class Honours	44.7%	28.5%	23.4%	17.6%
Lower Second Class Honours	5.4%	1.6%	< 1.4%	0.0%
Third	0.3%	< 0.5%	0.0%	0.0%
No Minimum	0.4%	< 0.5%	< 1.4%	0.0%
Prefer not to say	11.9%	9.3%	8.1%	12.1%

Law Degree	Applied	First Round	Second Round	Offer Made
Yes	1021	291	123	43
No	540	231	92	36
Prefer not to say	150	49	20	12

Law Degree	Applied	First Round	Second Round	Offer Made
Yes	59.7%	51.0%	52.3%	47.3%
No	31.6%	40.5%	39.1%	39.6%
Prefer not to say	8.8%	8.6%	8.5%	13.2%

BPTC Grade	Applied	First Round	Second Round	Offer Made
Outstanding	48	34	20	6
Very Competent	360	129	58	10
Competent	145	16	< 35	< 24
Not Yet Completed	913	311	123	52
Prefer not to say	245	81	< 35	< 24

BPTC Grade	Applied	First Round	Second Round	Offer Made
Outstanding	2.8%	6.0%	8.5%	6.6%
Very Competent	21.0%	22.6%	24.7%	11.0%
Competent	8.5%	2.8%	< 14.5%	< 25.4%
Not Yet Completed	53.4%	54.5%	52.3%	57.1%
Prefer not to say	14.3%	14.2%	< 14.5%	< 25.4%

Work Experience/Mini Pupillage	Applied	First Round	Second Round	Offer Made
Yes	1239	475	210	75
No	286	46	7	5
Prefer not to say	186	50	18	11

Work Experience/Mini Pupillage	Applied	First Round	Second Round	Offer Made
Yes	72.4%	83.2%	89.4%	82.4%
No	16.7%	8.1%	3.0%	5.5%
Prefer not to say	10.9%	8.8%	7.7%	12.1%

Scholarship	Applied	First Round	Second Round	Offer Made
Yes	474	249	119	45
No	885	195	62	19
Prefer not to say	352	127	54	27

Scholarship	Applied	First Round	Second Round	Offer Made
Yes	27.7%	43.6%	50.6%	49.5%
No	51.7%	34.2%	26.4%	20.9%
Prefer not to say	20.6%	22.2%	23.0%	29.7%

Crime

Degree Class	Applied	First Round	Second Round	Offer Made
First	637	235	111	44
Upper Second Class Honours	1054	278	137	48
Lower Second Class Honours	134	17	10	< 8
Third	6	0	0	0
No Minimum	12	< 39	< 12	0

Degree Class	Applied	First Round	Second Round	Offer Made
First	31.1%	41.4%	41.3%	44.4%
Upper Second Class Honours	51.4%	48.9%	50.9%	48.5%
Lower Second Class Honours	6.5%	3.0%	3.7%	< 7.2%
Third	0.3%	0.0%	0.0%	0.0%
No Minimum	0.6%	< 6.8%	< 4.2%	0.0%

Prefer not to say	207	< 39	< 12	< 8
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Prefer not to say	10.1%	< 6.8%	< 4.2%	< 7.2%
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Law Degree	Applied	First Round	Second Round	Offer Made
Yes	1300	356	158	59
No	595	184	102	< 41
Prefer not to say	155	28	9	< 41

Law Degree	Applied	First Round	Second Round	Offer Made
Yes	63.4%	62.7%	58.7%	59.6%
No	29.0%	32.4%	37.9%	< 40.5%
Prefer not to say	7.6%	4.9%	3.3%	< 40.5%

BPTC Grade	Applied	First Round	Second Round	Offer Made
Outstanding	55	30	23	7
Very Competent	457	198	98	25
Competent	209	32	10	< 11
Not Yet Completed	1096	260	120	57
Prefer not to say	233	48	18	< 11

BPTC Grade	Applied	First Round	Second Round	Offer Made
Outstanding	2.7%	5.3%	8.6%	7.1%
Very Competent	22.3%	34.9%	36.4%	25.3%
Competent	10.2%	5.6%	3.7%	< 10.2%
Not Yet Completed	53.5%	45.8%	44.6%	57.6%
Prefer not to say	11.4%	8.5%	6.7%	< 10.2%

Work Experience/Mini Pupillage	Applied	First Round	Second Round	Offer Made
Yes	1500	490	240	87
No	350	42	17	6
Prefer not to say	200	36	12	6

Work Experience/Mini Pupillage	Applied	First Round	Second Round	Offer Made
Yes	73.2%	86.3%	89.2%	87.9%
No	17.1%	7.4%	6.3%	6.1%
Prefer not to say	9.8%	6.3%	4.5%	6.1%

Scholarship	Applied	First Round	Second Round	Offer Made
Yes	551	241	135	48
No	1139	244	101	35
Prefer not to say	360	83	33	16

Scholarship	Applied	First Round	Second Round	Offer Made
Yes	26.9%	42.4%	50.2%	48.5%
No	55.6%	43.0%	37.5%	35.4%
Prefer not to say	17.6%	14.6%	12.3%	16.2%

Family

Degree Class	Applied	First Round	Second Round	Offer Made
First	621	192	86	44
Upper Second Class Honours	1007	246	110	43
Lower Second Class Honours	130	14	6	< 5
Third	6	0	0	0
No Minimum	12	< 33	< 18	< 5
Prefer not to say	194	< 33	< 18	8

Degree Class	Applied	First Round	Second Round	Offer Made
First	31.5%	39.7%	39.3%	45.4%
Upper Second Class Honours	51.1%	50.8%	50.2%	44.3%
Lower Second Class Honours	6.6%	2.9%	2.7%	< 2.1%
Third	0.3%	0.0%	0.0%	0.0%
No Minimum	0.6%	< 6.7%	< 7.9%	< 2.1%
Prefer not to say	9.8%	< 6.7%	< 7.9%	8.2%

Law Degree	Applied	First Round	Second Round	Offer Made
Yes	1245	304	132	61
No	580	158	77	31
Prefer not to say	145	22	10	5

Law Degree	Applied	First Round	Second Round	Offer Made
Yes	63.2%	62.8%	60.3%	62.9%
No	29.4%	32.6%	35.2%	32.0%
Prefer not to say	7.4%	4.5%	4.6%	5.2%

BPTC Grade	Applied	First Round	Second Round	Offer Made
Outstanding	56	29	24	11
Very Competent	446	181	80	23
Competent	204	37	9	< 13
Not Yet Completed	1046	204	92	51
Prefer not to say	218	33	14	< 13

BPTC Grade	Applied	First Round	Second Round	Offer Made
Outstanding	2.8%	6.0%	11.0%	11.3%
Very Competent	22.6%	37.4%	36.5%	23.7%
Competent	10.4%	7.6%	4.1%	< 12.4%
Not Yet Completed	53.1%	42.1%	42.0%	52.6%
Prefer not to say	11.1%	6.8%	6.4%	< 12.4%

Work Experience/Mini Pupillage	Applied	First Round	Second Round	Offer Made
Yes	1452	422	197	83
No	334	38	10	7

Work Experience/Mini Pupillage	Applied	First Round	Second Round	Offer Made
Yes	73.7%	87.2%	90.0%	85.6%
No	17.0%	7.9%	4.6%	7.2%

Prefer not to say	184	24	12	7
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Prefer not to say	9.3%	5.0%	5.5%	7.2%
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Scholarship	Applied	First Round	Second Round	Offer Made
Yes	540	208	109	46
No	1099	215	81	38
Prefer not to say	331	61	29	13

Scholarship	Applied	First Round	Second Round	Offer Made
Yes	27.4%	43.0%	49.8%	47.4%
No	55.8%	44.4%	37.0%	39.2%
Prefer not to say	16.8%	12.6%	13.2%	13.4%

General Civil

Degree Class	Applied	First Round	Second Round	Offer Made
First	803	386	166	72
Upper Second Class Honours	1168	290	122	33
Lower Second Class Honours	148	15	5	0
Third	8	< 5	0	0
No Minimum	16	< 5	< 5	< 5
Prefer not to say	251	58	19	11

Degree Class	Applied	First Round	Second Round	Offer Made
First	33.5%	51.3%	52.9%	61.5%
Upper Second Class Honours	48.8%	38.5%	38.9%	28.2%
Lower Second Class Honours	6.2%	2.0%	1.6%	0.0%
Third	0.3%	< 0.6%	0.0%	0.0%
No Minimum	0.7%	< 0.6%	< 0.7%	< 1.0%
Prefer not to say	10.5%	7.7%	6.1%	9.4%

Law Degree	Applied	First Round	Second Round	Offer Made
Yes	1481	422	177	66
No	719	280	120	42
Prefer not to say	194	51	17	9

Law Degree	Applied	First Round	Second Round	Offer Made
Yes	61.9%	56.0%	56.4%	56.4%
No	30.0%	37.2%	38.2%	35.9%
Prefer not to say	8.1%	6.8%	5.4%	7.7%

BPTC Grade	Applied	First Round	Second Round	Offer Made
Outstanding	64	47	34	12

BPTC Grade	Applied	First Round	Second Round	Offer Made
Outstanding	2.7%	6.2%	10.8%	10.3%

Very Competent	494	208	98	25
Competent	226	36	11	< 18
Not Yet Completed	1312	384	152	63
Prefer not to say	494	78	19	< 18

Very Competent	20.6%	27.6%	31.2%	21.4%
Competent	9.4%	4.8%	3.5%	< 14.7%
Not Yet Completed	54.8%	51.0%	48.4%	53.8%
Prefer not to say	20.6%	10.4%	6.1%	14.7%

Work Experience/Mini Pupillage	Applied	First Round	Second Round	Offer Made
Yes	1737	645	284	101
No	411	53	15	7
Prefer not to say	246	55	15	9

Work Experience/Mini Pupillage	Applied	First Round	Second Round	Offer Made
Yes	72.6%	85.7%	90.4%	86.3%
No	17.2%	7.0%	4.8%	6.0%
Prefer not to say	10.3%	7.3%	4.8%	7.7%

Scholarship	Applied	First Round	Second Round	Offer Made
Yes	645	343	175	58
No	1303	275	93	32
Prefer not to say	446	135	46	27

Scholarship	Applied	First Round	Second Round	Offer Made
Yes	26.9%	45.6%	55.7%	49.6%
No	54.4%	36.5%	29.6%	27.4%
Prefer not to say	18.6%	17.9%	14.6%	23.1%

Mixed Practice

Degree Class	Applied	First Round	Second Round	Offer Made
First	820	423	173	71
Upper Second Class Honours	1164	303	120	41
Lower Second Class Honours	156	18	8	< 5
Third	7	< 5	0	0
No Minimum	15	< 5	< 5	< 5
Prefer not to say	246	66	18	11

Degree Class	Applied	First Round	Second Round	Offer Made
First	34.1%	52.0%	54.1%	56.8%
Upper Second Class Honours	48.3%	37.3%	37.5%	32.8%
Lower Second Class Honours	6.5%	2.2%	2.5%	< 1.7%
Third	0.3%	< 0.4%	0.0%	0.0%
No Minimum	0.6%	< 0.4%	< 0.4%	< 1.7%
Prefer not to say	10.2%	8.1%	5.6%	8.8%

Law Degree	Applied	First Round	Second Round	Offer Made
Yes	1501	438	164	68
No	718	315	139	48
Prefer not to say	189	60	17	9

Law Degree	Applied	First Round	Second Round	Offer Made
Yes	62.3%	53.9%	51.3%	54.4%
No	29.8%	38.7%	43.4%	38.4%
Prefer not to say	7.8%	7.4%	5.3%	7.2%

BPTC Grade	Applied	First Round	Second Round	Offer Made
Outstanding	66	44	33	10
Very Competent	512	219	90	28
Competent	230	34	7	6
Not Yet Completed	1312	428	166	67
Prefer not to say	288	88	24	14

BPTC Grade	Applied	First Round	Second Round	Offer Made
Outstanding	2.7%	5.4%	10.3%	8.0%
Very Competent	21.3%	26.9%	28.1%	22.4%
Competent	9.6%	4.2%	2.2%	4.8%
Not Yet Completed	54.5%	52.6%	51.9%	53.6%
Prefer not to say	12.0%	10.8%	7.5%	11.2%

Work Experience/Mini Pupillage	Applied	First Round	Second Round	Offer Made
Yes	1755	681	287	109
No	414	71	17	8
Prefer not to say	239	61	16	8

Work Experience/Mini Pupillage	Applied	First Round	Second Round	Offer Made
Yes	72.9%	83.8%	89.7%	87.2%
No	17.2%	8.7%	5.3%	6.4%
Prefer not to say	9.9%	7.5%	5.0%	6.4%

Scholarship	Applied	First Round	Second Round	Offer Made
Yes	654	364	176	60
No	1308	298	94	41
Prefer not to say	446	151	50	24

Scholarship	Applied	First Round	Second Round	Offer Made
Yes	27.2%	44.8%	55.0%	48.0%
No	54.3%	36.7%	29.4%	32.8%
Prefer not to say	18.5%	18.6%	15.6%	19.2%