



The Bar Council

King's Counsel Working Group: Final report

September 2026

Foreword and executive summary

The Bar Council's King's Counsel Working Group was established in 2025 to: (1) explore how barristers from across the Bar can be better supported when applying for silk; (2) identify how the Bar Council (in partnership with organisations who employ barristers) can help employed barristers gain the relevant skills that will assist in KC competitions; and (3) consider whether there is scope to increase the breadth of referees available for candidates to list on their application.¹

We found the KCA's² current application guidance could improve clarity on how applicants can best evidence their skillsets and list suitable referees. On these matters, we recommend (1) The Bar Council should regularly brief the KCA on practice specific developments relevant to demonstrating excellence in advocacy. This will be done in consultation with the Specialist Bar Associations (SBAs) and representatives of the employed Bar; (2) the Bar Council should ensure there is accurate and relevant guidance and support on progression for barristers, including applying for silk; (3) the KCA should better highlight the range of forums and wider experience which can be brought into a KC application; and (4) a non-exhaustive list of eligible judicial assessors roles should be created.

A review of the KC application process was outside the group's terms of reference,³ however, as a matter of good practice we would support regular review ('a health check') of the application and selection process.

References

¹ Formed on Thursday 2 October 2025 by the Bar Council's General Management Council (GMC).

² King's Counsel Appointments.

³ See Annex 1.

A review of the assessment criteria and the definition of advocacy used by the KCA was also out of scope for this group. However, in the course of this review we consulted widely and received a great deal of material worth consideration. In particular, we found that a growing number of barristers are advocating for clients in a variety of forums, tribunals and panels which operate differently to the traditional courts structure. Some of those consulted by the group felt further evaluation would help determine whether the KC application process needs adapting to reflect the variety of modern-day legal practice. Many of those who contributed to this review said they would welcome a commitment on this from the Bar Council and the Law Society. At the very least, they suggested that the Bar Council should actively work with other Bar-based organisations to better understand barriers to career progression. This additional material has been logged for future use and is summarised in Annex 3, with submissions published separately alongside this report.

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Introduction

About the working group

In October 2025, the Bar Council's General Management Council (GMC) formed a working group to address three specific questions in relation to the KCA process:⁴

1. To discuss how applicants across the Bar can be better supported in their KC applications
 - Examining what evidence applicants can use in an application
 - Considering the existing routes available for individuals to gain the requisite experience required by the KCA process
2. To establish how the Bar Council, in partnership with organisations who employ barristers, can help employed barristers gain the relevant skills that will assist in applications for King's Counsel
3. To consider whether there is scope to increase the breadth of referees available for candidates to list on their application

Between October 2025 and February 2026, the group met 6 times and held discussions with members of the Bar and other key individuals. These discussions included meetings with the CEO of the KCA, the CEO of the Bar's pro bono charity Advocate, and consultations with the chairs of Bar Council committees and SBAs.⁵ In addition, we held confidential and informal discussions with a range of barristers.

More generally, we met with anyone who wanted to speak to us about issues associated with taking silk. This included barristers of all backgrounds, at the employed or self-employed Bar, and in different practice areas. Whilst some of their

References

⁴ The Terms of Reference, including membership of the working group are listed under Annex 1.

⁵ The working group has a record of all those consulted, many of whom wished to remain anonymous.

feedback is out of scope for this group (under its terms of reference), we have summarised the information they shared for future reference in Annex 3 of this report.⁶

Background

The purpose of the King's Counsel award is to serve "public interest by offering a fair and transparent means of identifying excellence in advocacy in the higher courts".⁷

The KC award (also known as 'taking silk') is a title given to senior barristers and solicitors in England and Wales who have demonstrated exceptional skill, expertise and excellence in oral and written advocacy.

The process for securing a KC award was agreed between the Bar Council and the Law Society and approved by the Lord Chancellor in 2004 (with further modifications made in 2006). The KCA delivers the annual appointment process according to terms and a framework set out by the professional bodies.⁸

Those interested and eligible for the award apply to the KCA through a competency-based process.⁹ Recommendations for the award are then made to the King by an independent selection panel.¹⁰

In 2003, appointments were suspended with a government focus on abolition. However, after a period of consultation, the Government's focus shifted from

References

⁶ Their submissions have been published separately alongside this report.

⁷ See [King's Counsel Appointments, Background](#).

⁸ Ibid.

⁹ See [The KCA Competency Framework](#).

¹⁰ See [The KCA Selection Panel](#).

abolition to reform with a particular focus on changing a “tap on the shoulder” approach and improving accessibility for women and those from minority ethnic backgrounds.

In November 2004, the government announced that silk appointments would resume with future appointees being chosen by a 9-member panel rather than the government.

Following the initial 2005-06 competition run under the new arrangements, a revised process was approved by the legal professions on 23 November 2006.

In 2008, the legal professions commissioned Sir Duncan Nichol CBE to conduct a review to reaffirm the competencies the process used when evaluating advocacy. This review considered whether additional forms of excellence in advocacy (such as litigation and non-litigation work done by solicitors and employed barristers or other advisory work done in non-judicial settings) should - and could - be recognised by awarding silk. The report noted that the definition of excellence which the award of silk is designed to recognise is not excellence in general in the law or at the Bar, but excellence in advocacy in the high courts. It concluded that widening access to the award to other eminent practitioners would run a risk of brand damage and confusion, not least amongst the international community.¹¹ These conclusions were adopted by the professions.

In 2008 it was also noted that the advocacy assessment process was still relatively new and would need time to become established.

References

¹¹ See Sir Duncan Nichol CBE’s review published separately alongside this report.

Further modifications were made to the process in January 2014, February 2019 and September 2020.¹²

In 2022, the KCA commissioned an independent audit which evaluated whether the KCA panel and secretariat were consistent in their application of the KCA appointment process.¹³ Only minor recommendations were made such as limited additions to the competency framework, advice on interview question types, additions to the applicant guidance and the suggestion of annual panel training.

Since 2022, no further reviews have been commissioned by the Bar Council or Law Society.¹⁴

Some SBAs have conducted their own evaluation of the application process for their own members – the process, however, has remained unchanged.

Acknowledgements

We would like to thank members of the working group and all those who contributed evidence and shared information about their professional background and practice areas, and the experience of barristers they represent. We would also like to thank the KCA itself for reviewing and providing feedback on this report. We also acknowledge and thank Bar Council Executive and Chair of the Bar 2026, Kirsty Brimelow KC and the Bar Council GMC for oversight and pulling the report together.

References

¹² See [Summary of Revised Process for KC award for England and Wales](#).

¹³ See [Review of the Consistency of the KC Appointments Process](#).

¹⁴ See [Summary of Revised Process for KC award for England and Wales](#).

Recommendations

Recommendations are limited to our Terms of Reference¹⁵ and are based on our consultations, research and discussions during the period of the review. Submissions made to the working group are published in a separate document alongside this report.

Some of these recommendations can be absorbed into the existing policy work delivered by Bar Council. Other recommendations may require further consideration and consultation with the Specialist Bar Associations, the KCA and the Law Society.

Our key finding is that barristers across the Bar have developed increasingly diverse practices, advocating for clients in a variety of forums which operate differently to the traditional structures of the higher courts. This applies both at the self-employed Bar, and for some at the employed Bar. We acknowledge that the KCA has developed lots of resources and has an extensive programme of outreach for those applying for appointment.¹⁶ This report does not reiterate the need for guidance or support that is already in place, instead it specifically refers to additional new guidance that the working group felt necessary within the terms of reference. Responsibility for this lies with the Bar Council (supported by the Specialist Bar Associations) and the Law Society. In particular, we identify the need for practice specific support, which explains how applicants can utilise their increasingly diverse portfolios in KC applications to better evidence their skillsets and in order to identify suitable referees. The SBAs and the KCA should also directly discuss this.

Most of our recommendations relate to education and information sharing. In addition, we make recommendations on creating a list of possible referees.

References

¹⁵ See Annex 1.

¹⁶ See Annex 2.

1. The Bar Council on behalf of the Specialist Bar Associations (SBAs) and employers should regularly brief the KCA on practice specific developments relevant to demonstrating excellence in advocacy

i. This should extend to providing information and guidance for the KCA selection panel on what ‘excellent’ might look like in particular specialisms and what barriers those in different specialisms might face.

2. The Bar Council should ensure there is accurate and relevant guidance and support on progression for barristers

i. The Bar Council should revisit its career development support to improve information and links to high-quality resources – including via the Bar Council’s website and other platforms (including social media). Revised website content should link to KCA guidance on how to prepare applications, as well as signposting to skills development opportunities run by external organisations.

ii. The Bar Council should work with Specialist Bar Associations, employers and the KCA to promote existing and new guidance and ensure there is relevant support for different specialist areas. The Bar Council should highlight existing guidance which signposts opportunities to undertake pro bono work to support a KC application, how to manage employer-employee conflicts, and how to frame pro bono experience effectively within the current KC application process.

iii. The Bar Council should continue to work with the KCA to evaluate outcomes at different stages in the application process to better understand the challenges faced by practitioners from different practice areas and from the employed Bar.

3. KCA should better highlight what wider experience can be brought into a KC application

i. The KCA needs to ensure that barristers understand what experience can be brought into a KC application by making its description of “other forums” more prominent. Without diluting its statement that “applicants must satisfy the Selection Panel that they would be excellent in advocacy in the higher courts (including tribunals) of England and Wales”, the KCA should ensure that its current definition “...oral advocacy includes advocacy in a court or tribunal, mediation, arbitration or negotiation.”¹⁷ is more accessible within the guidance.

ii. The KCA should better highlight where candidates have used evidence of advocacy outside the higher courts successfully in a KC application. This should cover different contexts and practice areas to ensure that prospective applicants from across the Bar, including the employed Bar understand where their experience could form part of a successful application. This may assist in tackling misconceptions about the difficulty of demonstrating excellence in oral advocacy in some practice areas or outside the traditional structures of the higher courts.

4. A list of eligible judicial assessor roles should be created

i. A list of examples of the roles that meet the criteria of a judicial assessor should be created as there continues to be confusion over what type of work qualifies (we note some information about those who may qualify is provided in KCA applicant guidance and FAQs, but some may find it difficult to find). KCA might also need to highlight more prominently in guidance/outside their guidance that not all cases need a judicial assessor (as the perception remains that this is the case).

References

¹⁷ KCA Guidance for Applicants 2026 (Competency Framework – Annex B) <https://kcappointments.org/applicants/>.

Heidi Stonecliffe KC

Chair of the KCA Working Group

Vice Chair of the Bar Council of England and Wales

Annex 1: Bar Council's King's Counsel Working Group: terms of reference

General Management Committee: King's Counsel Working Group

October – December 2025

- 4. Name of the parent committee** – General Management Committee
- 5. Name of working group Chair** – Heidi Stonecliffe KC
- 6. Member of the parent committee who will be sitting on the working group**
– Lucinda Orr
- 7. Name of the Executive** – Ruth Lovett
- 8. Membership details** – the working group will comprise three barristers from the employed Bar and three barristers from the self-employed Bar. The barristers who make up the working group should be from a diverse range of practice areas, and the group should have at least one member who practices outside of the Southeastern Circuit. The members are:
 - Heidi Stonecliffe KC (BC Vice Chair and employed barrister) – Chair
 - Sara George (Employed Barristers' Committee Chair)
 - Marion Smith KC (International Committee Chair and self-employed barrister)
 - Jason Pitter KC (Former Northeastern Circuit Leader and self-employed barrister)
 - Lucinda Orr (Treasurer and employed barrister)
 - Marina Faggionato (Pro bono & Social Responsibility Committee, Co-Chair and self-employed barrister)
 - Gaynor Wood (Chair of BACFI)

- George Spalton KC (Executive Committee Member of The Commercial Bar Association and self-employed barrister)
9. **Purpose** – The GMC at its meeting on 2 October 2025 reiterated that the purpose of the award of KC is (as agreed by the Law Society and the Bar Council in 2004 and approved by the Lord Chancellor following extensive work by the Bar Council, the Law Society and the Department for Constitutional Affairs) “to serve the public interest by offering a fair and transparent means of identifying excellence in advocacy in the higher courts”, and rejected an invitation for “reform of the criteria for appointment as a KC by means of the adoption of an expanded definition of advocacy”,¹⁸ considering that appointment should continue to recognise and require excellence in the context of advocacy before courts and tribunals and other analogous forums (“advocacy”) but, in so doing, it considered that a working group should be established by reason of the particular concern that applicants (particularly applicants from the Employed Bar) may face issues in terms of career development in order to gain the necessary experience of advocacy in order to enhance their prospects of appointment
10. Accordingly, the group will examine the KCA process specifically examining what evidence applicants can use in an application; which professional individuals can be used as an applicant’s referees; and the existing routes for individuals to gain the requisite experience required by the KCA process
11. In particular, the group will:
- Establish how the Bar Council – in partnership with organisations who employ barristers – can help employed barristers gain the relevant skills that will assist in applications for King’s Counsel

References

¹⁸ Paragraph 1 of the letter from the Employed Bar Committee and BACFI dated 1 September 2025.

- Discuss how applicants across the Bar can be better supported in their applications for King's Counsel
- Consider whether there is scope to increase the breadth of referees available for candidates to list on their application
- The group should work to ensure that the views of the whole Bar are reflected in their findings (in line with the One Bar ethos)
- **Start date** – Thursday 16 October 2025
- **End date** – Thursday 27 November 2025¹⁹

12. Resource implications – Executive support 4 days

13. Financial implications – No budget is required. Any activity suggested by this group will incur expenses through the usual budget application channels

14. The Chair is ultimately responsible for leadership of the group. In particular, they will:

- Chair meetings effectively
- Set the agenda, style and tone of discussions to promote constructive debate and effective decision-making
- Ensure the good performance of the group (including the effectiveness of members)
- Provide recommendations for GMC

15. The Executive is responsible for the day-to-day management of the working group. In particular, they will:

- Develop ideas for presentation to the group
- Ensure that the group has accurate, timely and clear information on which to formulate recommendations

References

¹⁹ At the GMC meeting on 9 December 2025, an extension was granted to working group with a new reporting date 2 March 2026.

- Establish a working relationship with the WG Chair, reporting key developments in a timely manner and seeking advice and support as appropriate
16. Group members will provide the group with expertise and contribute to the process of formulating recommendations. Group members may change and/or other individuals may be invited to contribute their skills for a shorter period of time. In particular, members will:
- Attend and contribute to meetings
 - Ensure that the group's activities remain within the terms of reference; and
 - Assist with the formulation of recommendations
17. **Overall responsibility** – The Chair of the General Management Committee will ensure that the work of the working group is supervised and monitored
18. **Meetings of the Group** – The proposed number and manner of meetings and the frequency of the same will be communicated to members by the WG Chair
19. **Recording papers and minutes** – During the lifetime of the group all meetings, papers and agreed minutes will be recorded on SharePoint. Digital transcription functions may be utilised during virtual meetings
20. **Reporting** – The group will provide a short report to the GMC in November and present a summary of discussions and recommendations on 9 December, for deliberation and debate by the GMC
21. **Closure and dissemination** – The WG Chair will seek approval from GMC to close

Malcolm Cree CBE

Chief Executive Officer

8 October 2025

Annex 2: KCA Outreach



In late 2023 KCA established an outreach programme intended to reach as many of those involved in the silk process as possible. Given our outreach role is necessarily narrow, the overarching aim was to ensure we remove any barriers – actual or perceived - within the application process and to explain that process and its requirements as clearly as possible.

The initial focus was to target those traditionally less likely to apply for silk, or to be successful (women/lawyers from an ethnic minority background/the employed bar/solicitors). We then expanded to hold events for individual Bar Associations, Circuits, heads of chambers and assessors.

Each event is advertised on the KCA website and promoted through relevant Circuits and/or Bar Associations: [Events | King's Counsel Appointments](#)

Following an event, the presentation slide pack and supporting notes are issued along with an explicit offer for any potential applicant, assessor or others supporting the application process to contact the secretariat with questions or comments at any time. Those materials are also placed on the KCA website, with the aim of building up a useful bank of information alongside the guidance, Q&A and 'mythbusting' documents: [FAQs and Mythbusting | King's Counsel Appointments](#)

Details of events held between November 2023-November 2025 is at **Annex 2a**. A list of planned 2026 outreach events is at **Annex 2b**. In addition, we are planning to arrange an event with the Employed Barristers Committee.

Over the past year we have also produced a range of bespoke guidance videos on various aspects of the silk process, to complement the written guidance and further support applicants and assessors. These are available on the website and include:

- Preparing to Apply for Silk
- Overview of the KC Process and Competencies
- Addressing Common Misconceptions
- The KC Interview and How Best to Prepare
- Pro Bono and Silk
- Guidance for the Employed Bar
- Guidance for Solicitors
- Guidance for Assessors

More information can be found at: [Applicants | King's Counsel Appointments](#)

Additionally, we produce regular articles for COUNSEL magazine, here: [King's Counsel Appointments | COUNSEL | The Magazine of the Bar of England and Wales](#)

Our next article, to be published in October, will focus on the Employed Bar and for December's edition we will cover how best to prepare for a Silk application.

Starting this year, we also place articles in the Law Society Gazette: [Solicitor-advocates: Help is at hand when applying for silk | Law Gazette](#) and [Solicitor-](#)

[advocates: Unlocking the silk selection process | Law Gazette](#). Further Gazette articles for 2026 will focus on the role of assessors and preparing to apply for Silk.

Annex 2(a): KCA Outreach between November 2023 – November 2025

November 2023

Applying for Silk in 2024:

- Event for Female Lawyers
- Event for Lawyers from an Ethnic Minority Background

February 2024

Applying for Silk in 2024:

- Hybrid event for the Employed Bar
- Event for Circuits

June 2024

For those 3+ years out from applying

- Event with the Law Society
- Event for Circuits

July 2024

For those 3+ years out from applying

- Event for the Chancery Bar Association

September 2024

- Event for Criminal Bar Association
- Event for Personal Injuries Bar Association
- Event for Heads of Chambers and Clerks focusing on the kinds of work barristers need to apply for Silk

October 2024

For those 3+ years out from applying

- Event for Circuits

January 2025

- Event for the Planning and Environmental Bar Association

March 2025

- Event for the Inns of Court Alliance for Women

May 2025

- Event for Her Bar
- Session for Judicial Assessors
- 2 x Sessions for Practitioner assessors
- Session for Client assessors

September 2025

- Event with the Law Society

October 2025

- Event for the Criminal Bar Association

November 2025

- Event for Circuits

Annex 2(b): Outreach Events - 2026

Date	Event
13 May 2026	Judicial Assessors event
14 May 2026	Client Assessors event
18 May 2026	Practitioner Assessors event
01 June 2026	Circuits event - 'Applying for Silk'
09 July 2026	Final event for all Assessors
22 September 2026	Heads of Chambers/Clerks event
Autumn 2026	Solicitor Advocates event

08 October 2026	Her Bar event
10 November 2026	Circuits event - 'Applying for Silk'
12 November 2026	Event for Chambers without KCs

Annex 3: Matters outside the scope of the working group

While the group's remit was limited to examining the accessibility of the current KC application process, during our work, we identified a number of issues outside the scope of this group.²⁰ Specifically:

1. There are a number of practice areas which leave practitioners with difficulty evidencing their skills within the current parameters of the KCA process
2. Some barristers find it difficult to develop and demonstrate their advocacy skills through undertaking pro bono work
3. Clear pathways to support those interested in making a silk application enable barristers to plan appropriately and develop practices that allow them to demonstrate the excellence required for a KCA application
4. Further research is needed to properly assess the limitations and barriers faced by practitioners with certain protected characteristics

Some matters raised by consultees go beyond the working group's remit and are observations that do not all fit with the working group's recommendations. It is important that they are recorded and are as follows:

References

²⁰ See evidence submitted and published separately.

1. Give consideration to a further review of the silk application process - including use of evidence and assessors for KCA applications

i. Consider a review of the KCA process. The Bar Council, jointly with the Law Society, should review the KCA assessment process regularly, e.g. every three years, to properly assess its continued relevance to modern legal practice. This can be done without the need to revisit the definition of advocacy (although in time the definition may need to be reconsidered). This work could be supported by a working group or panel.

ii. Consider the impact of AI advancements on any application/assessment process. The KCA should consider how processes might need to adapt to accommodate increased use of artificial intelligence (AI). Consideration should be given as to how AI may be used in competency-based applications (which is likely to make this form of assessment less effective).

iii. Consider expanding the list of forums and assessors. The Bar Council and the Law Society should consider if there should be an expansion of who may act as an assessor for silk applications.

iv. Consider flexibility as to the number of assessors needed in certain circumstances. Further flexibility might be introduced by reducing the number of judicial, practitioner and client assessors required in circumstances, e.g. where the practitioner has been working on fewer but lengthier and complex cases. This would assist those whose practice primarily operates in ADR spaces and “other forums” (for example those working in clinical negligence and family law).

2. Gather more intelligence on the impact of background and protected characteristics on success

i. Consider conducting an Equality Impact Assessment on the KCA assessment methods. The Bar Council and Law Society could consider conducting an equality impact assessment to establish whether methods used in the silk appointments process may negatively impact applicants with certain protected characteristics.²¹

ii. Consider analysing recent KCA competitions. The Bar Council, Law Society and KCA should consider analysing the outcomes of the recent KCA competitions and, if possible, identify any underlying issues faced by applicants with certain protected characteristics and whether these relate to the KCA process, or wider EDI issues relating to access to work.

iii. Consider further research on silk appointments. The Bar Council should consider further research into (a) the profession's views on silk appointments, and (b) the ease with which those with certain protected characteristics can secure assessors. In conducting further research, the Bar Council might be able to establish if and how the KCA process could be adapted to assist barristers in applying for silk. For example, it would benefit the whole Bar to understand any in-depth correlations between certain protected characteristics, practice areas, employment types, success rates of applications and ambitions for silk appointments. It would also be useful to understand how those with different backgrounds perceive the existing KCA process and different approaches to preparing to apply for silk.

iv. Establish a KCA diversity forum. In collaboration with the Law Society, the Bar Council could consider forming a cross-sector group whose primary purpose is to monitor KC accessibility and diversity. The group's objective should be to resolve issues of common concern around the appointments process as well as to identify

References

²¹ The Judicial Appointments Commission (JAC) recently commissioned an [External review on neuroinclusive judicial recruitment](#) which focused on the alignment between the recruitment practices used by the JAC and the different perspectives concerning neuroinclusive recruitment. In total 17 recommendations were made.

and implement ways of improving diversity. This group could investigate and monitor the structural barriers to silk appointments and analyse rates of appointment across different groups.

Annex 4: Barristers' demographics data

CRM data

The source of this data is the General Council of the Bar's internal database (CRM), correct as of 17 July 2026.

Professional Background of KCs

Employment type	% Silk
Self-employed bar	14%
Employed bar	1%

Areas of practice

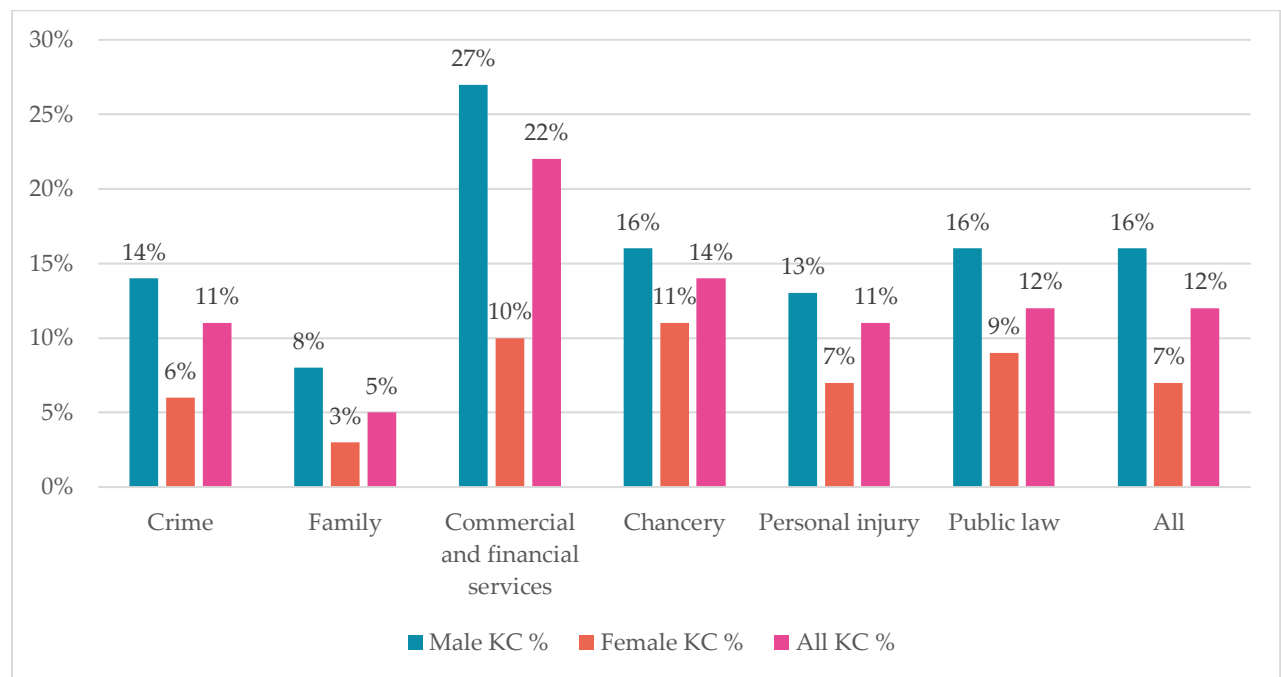
Area of practice	% Silk
Commercial and financial services	22%
Chancery	14%
Public law	12%
Crime	11%
Personal injury	11%
Family	5%

Diversity

Sex	% KC (men)	% KC (women)
	17%	7%
Ethnicity	% White KC (men)	% ethnic minority KC (women)
	11%	5%

Note: numbers will be influenced by areas of practice and numbers of different groups in different practice areas (for example, white male barristers are found in larger numbers in the commercial Bar where there is a higher proportion of silks than in other practice areas).

Figure 1: King's Counsel by main area of practice and sex (percentages)



Source: General Council of the Bar, CRM, July 2026

Barristers' Working Lives 2025

The Barristers' Working Lives survey is the only mechanism for surveying the working lives of the entire Bar and, as such, provides key monitoring data for the profession. The survey has a response rate of approximately 20% allowing for analysis by larger sub-groups of barristers.

Silk intentions²²

22. Whole Bar: 8% of juniors said that they hoped to become a KC in the next two years. A further 25% said that they hope to take silk in the future (after more than two years)
23. 17% said they would like to take silk but didn't believe they could meet the KCA's criteria (one in 5 employed barristers aspire to be a KC but don't believe they can meet the criteria)
24. 51% of junior barrister respondents had no plans to become a KC
 - 8% of employed barristers who were juniors said they wanted to become a KC (2% within next two years; 6% in more than two years' time)
 - 9% of self-employed barristers said they wanted to take silk within two years compared to 29% who want to take silk in more than two years' time
25. 10% of self-employed sole practitioners who are juniors said they wanted to become a KC - this compares to an overall figure of 38% of self-employed junior barristers who aspire to become a KC

References

²² <https://www.barcouncil.org.uk/resource/barristers-working-lives-report-2025.html>.

Annex 5: KCA monitoring statistics 2024-onwards

Monitoring Statistics		2024			2025		
		Applicants	Appointments	%	Applicants	Appointments	%
		326	105	32.2%	325	96	29.5%
Profession	Barrister	316	104	32.9%	305	94	30.8%
	Employed barrister	5	0	0.0%	11	2	18.2%
	Solicitor	5	1	20.0%	9	0	0.0%
Gender	Male	239	72	30.1%	235	67	28.5%
	Female	84	33	39.3%	86	29	33.7%
	Intersex	0	0	0.0%	0	0	0.0%
	Non-Binary	0	0	0.0%	0	0	0.0%
	Prefer not to say	2	0	0.0%	4	2	50.0%
Ethnic Minority	Asian or Asian British	29	7	24.1%	22	4	18.2%
	Black, African, Caribbean, or Black British	10	0	0.0%	11	2	18.2%
	Mixed or Multiple Ethnic Groups	17	10	58.8%	16	5	31.3%
	White	258	85	32.9%	258	79	30.6%
	Other	4	1	25.0%	3	0	0.0%
	Prefer not to say	8	2	25.0%	15	6	40.0%
Age Group	35 or less	0	0	0.0%	0	0	0.0%
	35-44	85	39	45.9%	107	43	40.2%
	45-54	176	55	31.3%	161	48	29.8%
	55+	61	10	16.4%	55	5	9.1%
	Not declared	4	1	25.0%	2	0	0.0%
Disability	Yes	19	8	42.1%	18	4	22.2%
	No	300	94	31.3%	295	89	30.2%
	Prefer not to say	7	3	42.9%	12	3	25.0%
Sexual Orientation	Heterosexual	285	91	31.9%	273	84	30.8%
	Gay	11	6	54.5%	12	3	25.0%
	Lesbian	3	0	0.0%	5	0	0.0%
	Bisexual	3	1	33.3%	1	0	0.0%
	Other	0	0	0.0%	0	0	0.0%
	Prefer not to say	24	7	29.2%	34	9	26.5%
Eligible for free school meals	Yes	46	12	26.1%	39	9	23.1%
	No	218	78	35.8%	227	70	30.8%
	Don't know/Prefer not to say	62	15	24.2%	51	17	33.3%

In 2024, one applicant is not included as they withdrew from the competition prior to interview.

In 2025, one applicant is not included as they withdrew from the competition.