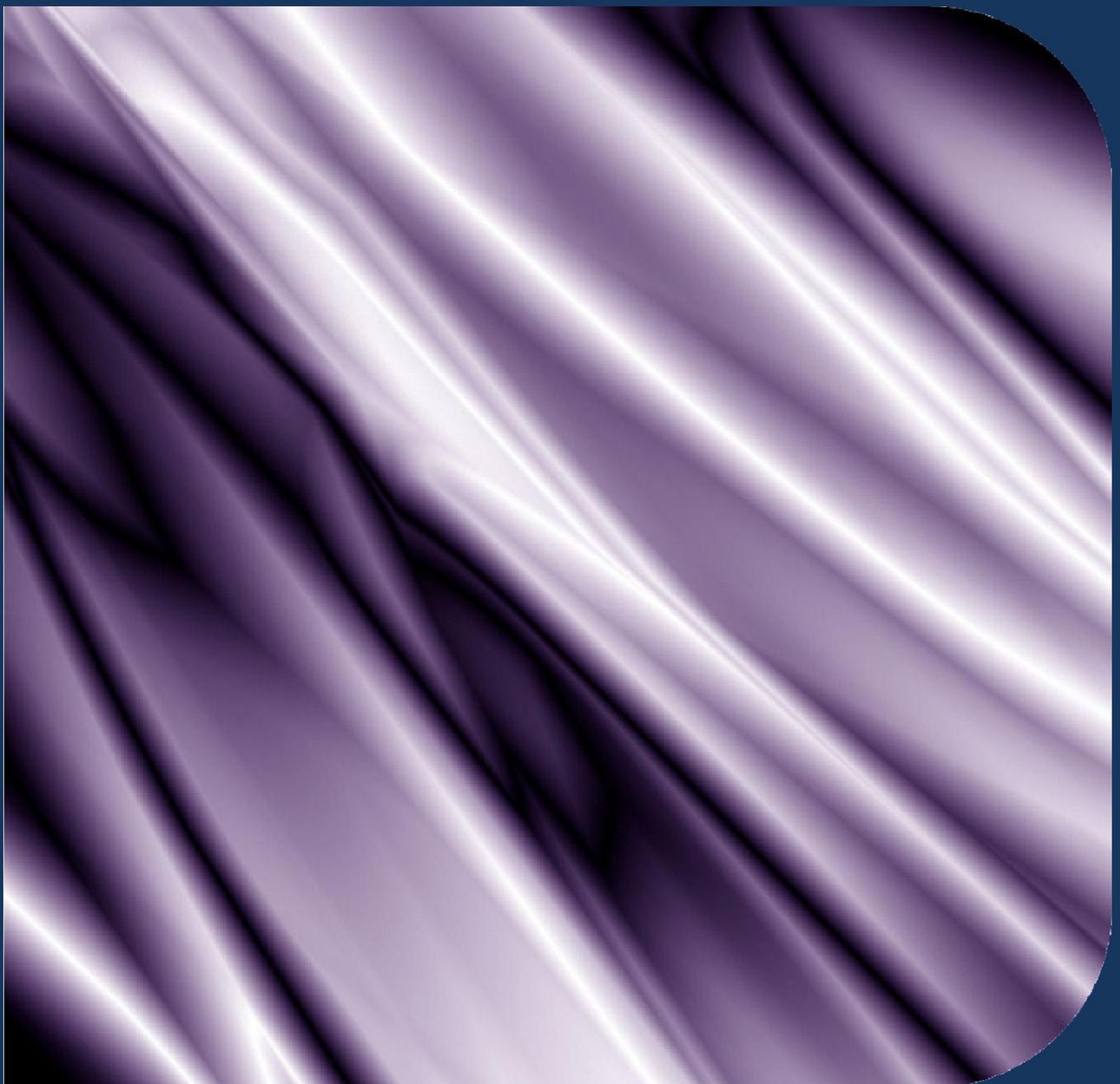


# The Bar Council

Barrister's Working Lives Survey

**Barrister Wellbeing (BWB) analysis**

November, 2021



## **Executive Summary**

### **The Bar Council Barrister Working Lives Survey, 2021 Barrister Wellbeing (BWB) Scale Analysis**

#### **Barrister's Working Lives Survey 2021**

The Barrister's Working Lives survey was commissioned by The Bar Council. The General Council of the Bar, known as the Bar Council, is the Approved Regulator of the Bar of England and Wales, and the representative body for the profession. It discharges its regulatory functions through the independent Bar Standards Board. The Bar Council currently represents approximately 17,000 practicing barristers in England and Wales.

The anonymous survey was sent by email link to approximately 16,900 members of the Bar, and received 3479 valid (20.6%) responses. Barristers could additionally complete the survey through links provided in social media communications and the fortnightly newsletter "Bar Talk". The Survey contained a number of questions about the work of barristers, as well as a large number of demographic and attitude questions. Also included in the survey was the 14-item version of the Barrister Wellbeing (BWB) scale.

#### **What is Barrister Wellbeing?**

Barrister wellbeing is that part of a barrister's overall wellbeing that is influenced by their work. It is a summary of the effect of their employment context as well as the individual and personal situation in which a barrister might evaluate the influence of work on their life. The BWB scale has an overall wellbeing score, made up of sub scales assessing a person's Psychological Wellbeing (PWB), Perfectionism (PER), Workload Management (WLM) and Supportive Work Environment (SWE). The scale has been developed in Australian and UK Barrister populations.

#### **Key Findings**

The Barrister Wellbeing scale scores, including the overall wellbeing scores were calculated and the data analysed across a number of categories linked to a series of demographic, work related and support questions asked of respondents. The key findings of these analyses are described below.

#### **Overall analysis**

1. More than half of respondents (61%) agreed that, taking everything into consideration, that they were satisfied with their working lives, however, over a third of respondents (35.1%) indicated they currently had a low level of overall wellbeing.
2. Although just over 57% of respondents agreed they had good mood, over a third indicated they currently felt down or in low spirits (37%), with 26%, or over one quarter of respondents, indicating that they had low levels of psychological wellbeing.

3. 68% of respondents reported very high levels of perfectionism, which includes dwelling on mistakes and being critical of oneself.
4. Fewer than half (45%) of respondents reported they were managing their workload well, and 35% - over a third – of respondents indicated they were not coping well with their workloads.
5. Over 67% of respondents agreed they had supportive colleagues and a supportive work environment, with only 17% disagreeing.

### **Demographic questions and overall wellbeing**

1. Female Barristers (48% of the total responding) were significantly more likely than men to report a lower level of overall wellbeing on the measures used in this survey.
2. Although there were no significant differences observed between the broad ethnic subgroups, when the data were recategorised to two BAME vs White categories, the White barristers reported significantly higher wellbeing.
3. Generally, as barristers get older, they report higher levels of overall wellbeing, with the oldest age group (65+) reporting significantly higher wellbeing than all younger age groups.

### **Work category questions and overall wellbeing**

1. Barristers working in the Criminal Bar reported significantly lower overall wellbeing than all other practice areas, with just under 50% reporting they felt down or in low spirits and only 40% reporting they found their workload manageable. In comparison, the Other / international group of barristers reported significantly higher wellbeing than most other groups.
2. Those barristers who reported being in employed practice only were found to have significantly higher overall wellbeing than other those who were self-employed in Chambers.
3. In general, those barristers called to the Bar more recently had lower levels of wellbeing than those called to the Bar before them; with those called to the Bar before 1990 having significantly higher wellbeing than all other Call categories.
4. Those barristers working in the Greater London Region reported higher average wellbeing than other regions, and significantly higher than barristers in the North East (who had the overall average lowest wellbeing), the North West, South East and the Multiple / National category.

### **Support category questions and overall wellbeing**

1. Barristers who had experienced any type of workplace bullying or harassment (62% of the total sample) reported significantly lower wellbeing than those who had no experience of this. In addition, those who had personally experienced bullying and Harassment (30% of the sample) reported significantly lower overall wellbeing than those who did not.
2. The 44.6% of Barristers who mentored others reported higher wellbeing than those who did not, but those who currently had a mentor (13%) reported significantly lower wellbeing.
3. There was no difference observed in the wellbeing of those Barristers who provided Pro Bono services compared to those who did not.
4. The 22.4% of barristers who indicated they had sought support from the Wellbeing at the Bar website and other resources reported significantly lower wellbeing than those who did not.
5. Those barristers in higher income groups reported significantly greater overall wellbeing than those in lower income groups.

For further details of the survey, or to discuss further surveys or analyses, please contact QoWL on 00 44 2392 846306, [enquiries@qowl.co.uk](mailto:enquiries@qowl.co.uk).

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# 1. Introduction

This report provides a summary and analysis of Barrister Wellbeing (BWB) Scale items employed in the 2021 Bar Council Barrister's Working Lives Survey of barristers in England and Wales. Please note that this document provides an overview and therefore analyses only a small part of the rich data set gathered during the survey.

The full survey incorporated the 14 items of the Barrister Wellbeing scale as well as a number of other questions that assessed demographic and attitudinal items, including those about gender, age, and harassment and workplace bullying.

This combination of questions allows analysis of the important issues affecting the overall employment experience of barristers, and enhances interpretation of the results within the broader context of work and individual related factors.

The Barrister Wellbeing scale assesses four discrete factors affecting the wellbeing of barristers. These four factors are labelled: Psychological wellbeing (PWB), Perfectionism (PER), Workload Management (WLM) and Supportive Work Environment (SWE). The combination of these four factors is used to calculate an Overall Barrister Wellbeing score.

The Barrister's Working Lives 2021 survey was distributed electronically via a web link so that respondents could enter the data in an online questionnaire. The survey was available for a total of 6 weeks during April and May 2021. 3,479 responses were received from a total of 16,900 members of the Bar Council circulation list (overall response rate = 20.6%). Some respondents provided invalid responses in each category and these were discarded. This report is based on the remaining 3479 valid responses (valid response rate 20.6%).

Please note that a higher proportion of females (48%) completed the survey than in the wider sample of barristers represented by the Bar Council (38% female), and a lower proportion of Males (52%) responded than in the wider sample (62% Male).

This work report has been produced by was the Quality of Working Life (QoWL) research group based in the Department of Psychology, University of Portsmouth. The QoWL group has been researching employee quality of working life, stress and wellbeing since 1998. The research of the QoWL team was judged to have 'Outstanding' Impact in the UK national university Research Excellence Framework. The team has conducted research and analysis in a variety of legal settings including the Police, and with UK and Australian barrister associations. More information about QoWL research group is available at: [www.qowl.co.uk](http://www.qowl.co.uk).

For further details of the BWB scale survey or analysis, please contact Dr Darren Van Laar, ([darren.van.laar@port.ac.uk](mailto:darren.van.laar@port.ac.uk)).

## Privacy Policy

Please note that projects and research conducted by the employees and associates of QoWL adhere to the professional ethical values of the British Psychological Society. Our non-research survey work adheres to the policies of the Market Research Society. Storage of data adheres to the UK data protection act. The raw data resulting from surveys may be used to further our research and benchmarking data. At no point are data from individuals reported, with reports arising from data analyses being limited to groups of a minimum of 10 people. For more details, please see our website: [www.qowl.co.uk/qowl\\_privacy\\_policy.html](http://www.qowl.co.uk/qowl_privacy_policy.html)

## 2. Barrister Wellbeing scale overview

The Barrister Wellbeing (BWB) scale provides a summary of the key factors which predict perceived wellbeing in the legal profession, including psychological wellbeing, workloads and support from colleagues. The BWB scale provides information about the wider individual, social and work context in which the work-life wellbeing of barristers can be evaluated. The overall aim behind the creation scale was to help identify best practice and to communicate how this might be best shared.

Many of the original items in the BWB scale were based on the psychometric analysis carried out in 2017 by the University of Portsmouth on data from the 2015 Bar Council 'Wellbeing at the Bar' survey by Positive. To make these original questions suitable for a psychometric scale, where necessary they were rewritten, recoded into a consistent format and then further adapted, tested and validated using data from UK and Australian Barrister associations. Please note, this means the BWB scale scores cannot be not directly compared to the 2015 survey data.

The 13 questions of the BWB produce four psychosocial factors which contribute to the overall wellbeing of barristers. A further item was included to provide a measure of the link between barrister wellbeing and overall job satisfaction: "*Overall, taking everything into consideration, I am satisfied with my job as a whole*". All questions in the scale were responded to on a 5-point Likert scale comprising of: Strongly Disagree, Disagree, Neutral, Agree, Strongly Agree. The data was coded such that Strongly Disagree = 1 and Strongly Agree = 5. In this way higher scores indicate more agreement.

The four factors of the BWB scale are described below. Reliability is a measure of how well the questions all assess the same underlying trait or concept. Scores over .70 are good.

- Psychological Wellbeing (PWB) contains three items and has a sub-scale reliability of .84. Items are associated with aspects of psychological wellbeing and mental health, for example, "I tend to feel down or low in spirits".
- Perfectionism (PER) also contains three questions, and exhibits a reliability value of .80. The items pick up on the tendency for individuals to attempt to be perfect in their working behaviours and the negative psychological consequences when this is unachievable, for example, "I tend to dwell on my mistakes".
- Workload Management (WLM) has three items with a combined scale reliability of .74. The items in this subscale are related to perceived ability of an individual to control their workloads and the impact of this on their wider life. An example WLM question is: "I have significant control over the content and pace of my work".
- Supportive working Environment (SWE) is represented by four items, with a subscale reliability of .76. The items are related to evaluations of workplace relationships and the extent to which an individual can influence their role: for example, "Within the environment in which I work, I feel comfortable to express my opinions, thoughts and ideas".

This combination of subscales allows an analysis of the most important issues affecting the overall wellbeing experience of barristers in a way that can be interpreted in a wide context of work and individual related factors.

### 3. Barrister Wellbeing scale summary

#### Barrister Wellbeing (BWB) Scale summary

The BWB scale was designed to assess the wellbeing of Barristers and has 13 questions which contribute to four discrete wellbeing factors. The four factors are: Psychological Wellbeing (PWB), Perfectionism (PER), Workload Management (WLM) and Supportive Work Environment (SWE). The table below illustrates the BWB scale scores as a percentage of people (%Agree) agreeing or strongly agreeing with the items on that subscale. All questions for the Bar Council survey were answered on the same 5-point Likert scale (Strongly Disagree to Strongly Agree).

Descriptive Statistics for 'BWB' Subscales	Bar Council 2021 Survey %Agree
<b>Psychological Wellbeing (PWB):</b> The questions associated with this factor are related to the extent to which an individual agrees they are currently experiencing a positive mood.	<b>52</b>
<b>Perfectionism<sup>†</sup> (PER):</b> The Perfectionism factor assesses the extent which an individual is critical of themselves or their work. Generally, a high score in Perfectionism is associated with lower overall wellbeing.	<b>68</b>
<b>Workload Management (WLM):</b> The six items in the workload management factor are associated with an individual's sense of being able to manage the pressures or demand arising from work.	<b>45</b>
<b>Supportive Work Environment (SWE):</b> The supportive work environment factor is associated with a sense of being valued, and being supported in a social as well as a developmental sense.	<b>67</b>
<b>Overall Barrister Wellbeing:</b> The four BWB subscale scores can be used to generate an overall barrister wellbeing composite score to summarise the overall work-based wellbeing for barristers.	<b>47</b>

Notes: %Agree = percentage of respondents agreeing or strongly agreeing to this factor;

†: Negatively phrased factor, where higher values indicate higher levels of self-criticism and therefore lower levels of wellbeing.

#### BWB scale summary

Just over half of 52% of respondents reported they agreed they had a positive mood. More than two thirds of respondents said they were perfectionist and critical of themselves. Fewer than half (45%) agreed they managed their workload well. 67% of respondents did say they had good and supportive work colleagues, whilst only 47% of respondents agreed they overall had good wellbeing as a Barrister.

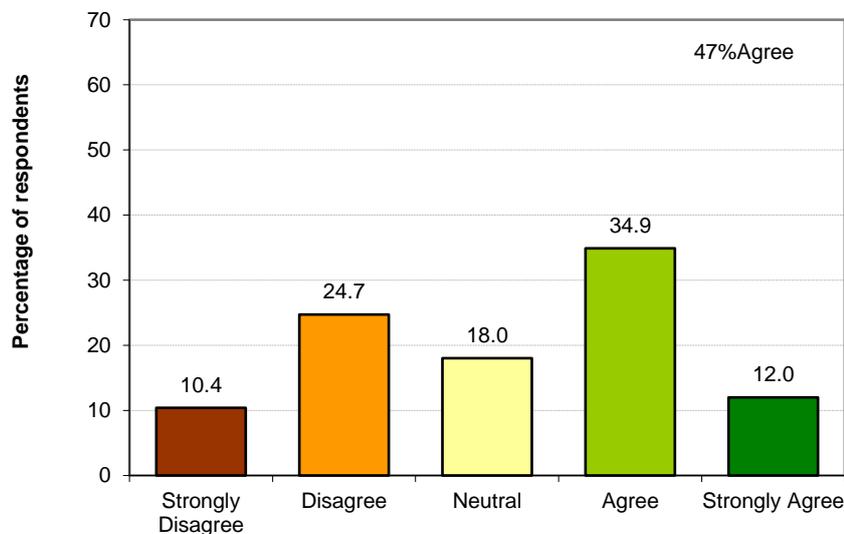
## 4. Barrister Wellbeing details

### **BWB: Overall Wellbeing**

*Overall, how much do you agree you feel generally content with your working life as a Barrister.*

Taken together, the 13 questions contributing to the sub-factors of the BWB scale provide an overview of the key factors which predict the perceived wellbeing of Barristers and the wider individual, social and work contexts in which these issues are evaluated such as psychological wellbeing, workloads, the effect of striving to be perfect, as well as colleagues and the working environment.

The overall Barrister Wellbeing of the Bar Council respondents is shown below. The figures show the percentage of those responding who selected each of the ratings as answers. The 'Survey Data' figure shows the data for respondents to the survey from England and Wales.

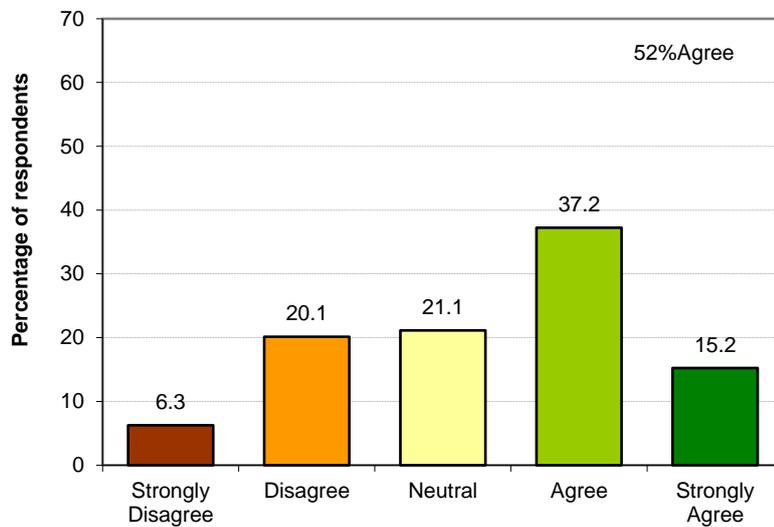


Approximately 47% of those responding to the BWB questions in this survey agreed or strongly agreed that they were satisfied overall with their wellbeing as barristers. The figure also shows that more than 35% of respondents disagreed or strongly disagreed they had good levels of overall wellbeing.

## **BWB: Psychological Wellbeing (PWB)**

*How much you agree you feel generally content with life.*

Psychological Wellbeing (PWB) assesses the extent to which an individual feels good or content within themselves. Psychological wellbeing both influences, and is influenced by work and non-work factors. Ratings of Psychological Wellbeing are likely to incorporate both broader psychological wellbeing as well as general aspects of physical health.



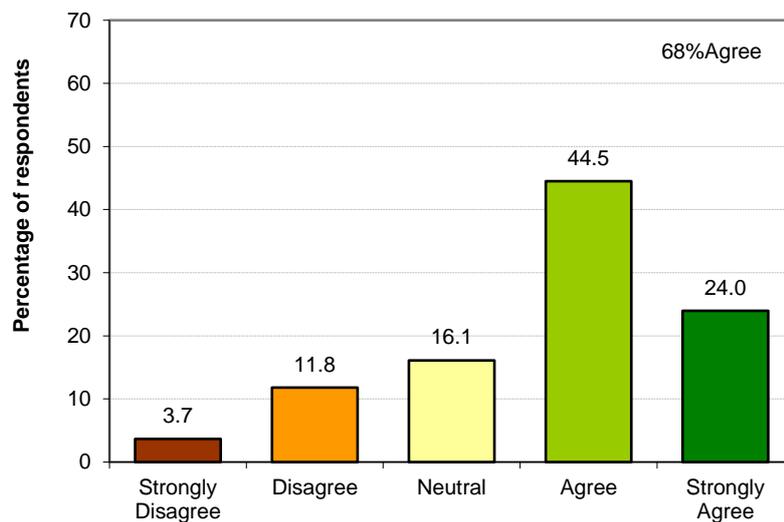
Although approximately 52% of the Bar Council respondents strongly agreed or agreed with the PWB questions to indicate that they felt good or content in themselves, 26% disagreed or strongly disagreed with this.

Psychological wellbeing can affect an individual's performance at work for better or for worse. When people feel good, they work well and enjoy being at work more. On the other hand, when people feel low, or anxious, or ill at ease, regardless of whether the distress springs from their work or from difficulties at home, their work is likely to be adversely affected. In this way, improving the general wellbeing of people at work is best tackled through a positive approach, with attention being paid to prevention and health promotion rather than simply responding with provision of help when problems arise.

## BWB: Perfectionism (PER)

*The extent to which an individual is critical of themselves and their ability to be effective at their job.*

Perfectionism (PER) is an individual psychological trait that drives an individual to achieve their best work, and the tendency to be self-critical when this cannot be achieved. Perfectionism is a characteristic of many high demand jobs with high responsibility and high consequences when things do not go well. Although acceptable levels of job-related perfectionism are important in professional roles, too high a sense of perfectionism can lead to self-criticism and poorer overall wellbeing. In this way, higher values of perfectionism are usually associated with lower wellbeing.

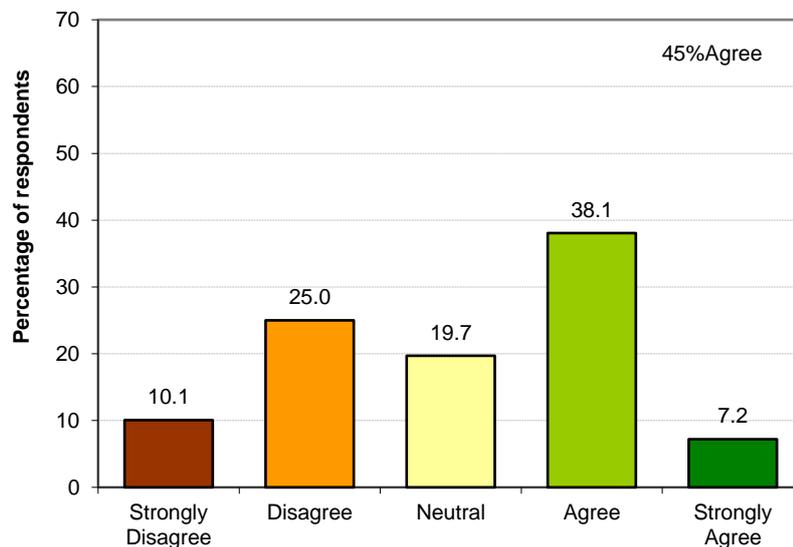


Approximately 68% of the Bar Council survey respondents agreed they exhibited perfectionist traits. The reputation and therefore success of a barrister can depend on their command of the law and the details and contents of the brief they are working on. Cases can be won or lost on whether the full details are understood. Individuals high on perfectionism tend to dwell on mistakes and will often experience a reduction in confidence and consequently wellbeing.

## BWB: Workload Management (WLM)

*The extent you agree that you can cope with the competing demands of your job.*

Workload Management (WLM) assesses the extent to which an individual is satisfied with various aspects affecting their ability to juggle the demands of their job, including the pace of the work and their work-life balance. Individuals who are not able to successfully manage their workloads may find the quality of their work can start to suffer, with the consequence that other aspects of work and family life are negatively affected. This, when taken together with a perceived lack of control over workloads can lead to low levels of job-related wellbeing.



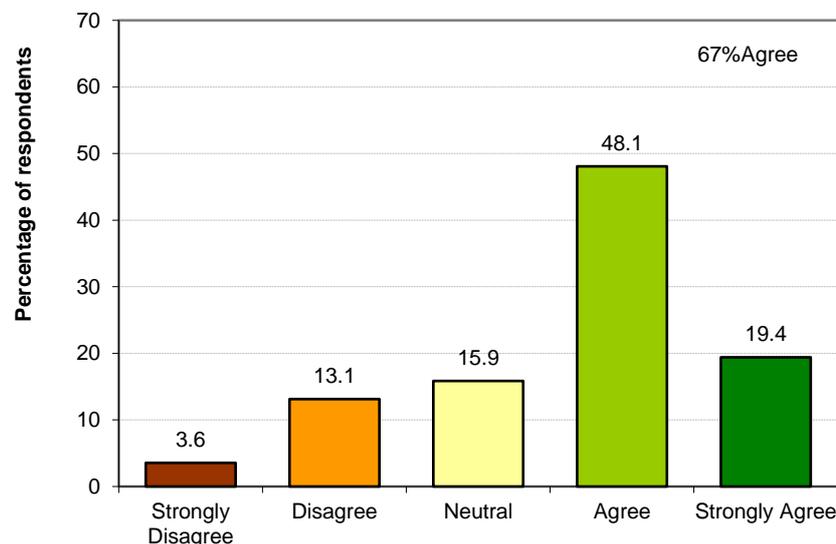
45% of respondents in this survey reported that they were able to successfully manage their workloads. Although 38% agreed with this, only very few (7%) strongly agreed they could manage their workload well.

The WLM factor is conceptually related to work-life balance and control of pace and demands at work. Traditionally in the profession, more senior barristers are often able to choose the type and number of cases they work on, whereas more junior colleagues are expected to take on as many cases as they can. The pressures and demands of an unmanageable workload can have serious implications for wellbeing.

## BWB: Supportive Work Environment (SWE)

*How far you agree you feel you are supported by colleagues and decisions that affect you at work.*

Supportive Work Environment (SWE) reflects the level to which an employee, or a self-employed respondent working within chambers, feels they are supported by colleagues and can exercise what they consider to be an appropriate level of control within their work environment. This perception might be linked to various aspects of work, such as a sense of cooperation between colleagues, including the opportunity to contribute to the process of decision making that affect individuals.



The agreement for the Supportive Work Environment factor items for the survey data was 67%, with relatively few (16%) disagreeing their work environment was supportive. Compared to most professions, Barristers have an atypical working environment, in that they are usually self-employed, but depend on others for much or their work and workplace support. In addition, the combative nature of the job, can mean that colleagues can be in direct competition in terms of winning clients or cases. This can mean a less supportive work environment than in other jobs.

## 5. Analysis of Wellbeing scores by biographical category

The overall average BWB score can be used to understand how different categories of barrister differ in their wellbeing. This in turn can be used to explore how best to support colleagues with lower wellbeing and perhaps as the basis for wellbeing interventions

Table 5.1 shows the mean values for overall Barrister Wellbeing, broken down by 10 key demographic category questions. Where relevant, the statistical significance (an index of the reliability of the difference) between the sub-categories for each measure are also shown. A breakdown of the scores for the BWB sub scales is shown in the Appendix.

### **Overall Barrister Wellbeing demographic question summary**

- Female respondents (48% of the total) were significantly more likely than men to report a lower level of overall wellbeing on the measures used in this survey.
- Generally, as respondents get older, they report higher levels of overall wellbeing, with the oldest age group (65+) being significantly higher wellbeing than all younger age groups.
- Although there were no significant differences observed between the broad ethnic subgroups, when the data were recategorised to BAME vs White, the White respondents reported significantly higher wellbeing.
- Respondents who considered themselves disabled reported significantly lower overall wellbeing, than those who did not. There was no difference observed between reported religion. Straight respondents reported significantly higher overall wellbeing than LGBTQ respondents.
- Respondents who were primary carers for children under 18 or who had responsibility for caring for an adult reported significantly lower overall wellbeing than those who did not.
- In terms of School attended, those respondents who had attended an independent school reported significantly higher wellbeing than those who attended state schools.

<b>5.1 Barrister overall wellbeing scores by demographic category showing mean values and significant differences between sub-groups</b>		Barrister Wellbeing Overall Mean	Sig. different from?	Count	%
Sex	a. Female	3.04	b	1510	47.7%
	b. Male	3.23	a	1656	52.3%
	Sig.	**			
Age	a. 16 - 24 years	-	-	< 10	0.2%
	b. 25 - 34	3	d, e, f	616	19.6%
	c. 35 - 44	3.08	e, f	872	27.7%
	d. 45 - 54	3.14	e, f	869	27.6%
	e. 55 - 64	3.26	b, c, d, f	571	18.2%
	f. 65 plus	3.54	b, c, d, e	212	6.7%
	Sig.	**			
Broad ethnic group	a. White	3.15	-	2717	87.3%
	b. Mixed or Multiple	3.06	-	136	4.4%
	c. Asian or Asian British	3.01	-	125	4.0%
	d. Black and Black other	3.08	-	66	2.1%
	e. Other ethnic group	3.08	-	68	2.2%
	Sig.	*			
BAME Split	a. White	3.15	b	2717	87.3%
	b. BAME	3.05	a	395	12.7%
	Sig.	**			
Disability	a. Yes	2.94	b	302	9.7%
	b. No	3.17	a	2800	90.3%
	Sig.	**			
Religion grouped	a. No religion	3.15	-	1351	44.8%
	b. Christian	3.15	-	1405	46.6%
	c. Other religion	3.16	-	262	8.7%
	Sig.	ns			
Sexuality (grouped)	a. LGBTQ	3.03	b	277	9.3%
	b. Straight	3.16	a	2688	90.7%
	Sig.	**			
Primary carer for child under 18	a. Yes	3.08	-	1019	32.6%
	b. No	3.17	-	2108	67.4%
	Sig.	**			
Adult caring responsibility	a. No	3.17	b	2632	84.8%
	b. Yes	3	a	471	15.2%
	Sig.	**			
Broad type of school	a. State	3.1	b	1761	56.8%
	b. Independent	3.22	a	1117	36.0%
	c. Other/Intl	3.11	-	222	7.2%
	Sig.	**			
All Data		3.13		3479†	100%

Notes: \* = a significant difference between categories of  $p < .05$ ; \*\* = a highly significant difference  $p < .01$ ; - = a non-significant difference between sub-groups NB. Some respondents may not have answered all questions. † = the maximum number of respondents. Categories with 10 or fewer respondents are not reported.

## 6. Analysis of Wellbeing scores by work category

In addition to basic demographic information about themselves, most of the respondents also provided information about their working arrangements and conditions.

The tables in this section show the mean values for each of these measures, broken down by the six key work category questions. The statistical significance between the sub-categories for each measure is also shown, and details of these categories by all BWB subscales is shown in the appendix.

### **Overall Barrister Wellbeing work question summary**

- Table 6.1 shows that those respondents who reported being in employed practice only were found to have significantly higher overall wellbeing than other those self-employed in chambers.
- Respondents who worked full-time in a regular pattern of work without extended hours were found to report significantly higher wellbeing than those who worked extended hours, and full-time with extended hours including weekends had significantly lower overall wellbeing than part-timers.
- In general, those respondents called to the Bar more recently had lower levels of wellbeing than those called to the Bar before them; with those called to the Bar before 1990 having significantly higher wellbeing than all other time categories. The same trend was observed in practice years, with the Young Bar having a significantly lower wellbeing than both the Middle and the Later practice groups.
- In terms of Area of Practice, respondents working in the Criminal Bar reported significantly lower overall wellbeing than all other practice areas. In most cases, the Other / international group of respondents reported significantly higher wellbeing than other groups.
- Those respondents working in the Greater London Region reported higher average wellbeing than other regions, and significantly higher than respondents in the North East (who had the overall average lowest wellbeing), the North West, South East and the Multiple / National category.

<b>6.1 Barrister overall wellbeing scores by work category showing mean values and significant differences between sub-groups</b>		Barrister Wellbeing Overall Mean	Sig. different from?	Count	%
Current work type	a. Employed Practice only	3.24	b	375	10.8%
	b. Self Employed practice (in Chambers)	3.12	a	2930	84.2%
	c. Self Employed Practice (Sole Practitioner)	3.24	-	111	3.2%
	d. Both (Self Emp. and Employed)	3.05	-	63	1.8%
	Sig.	**			
Typical working hours	a. Full-time (work in office hours each working day)	3.34	b, c	685	20.3%
	b. Full-time extended hours (not weekends)	3.23	a, c	716	21.2%
	c. Full-time extended (with weekends)	2.98	a, b, d	1648	48.9%
	d. Part-time	3.27	c	323	9.6%
	Sig.	**			
Year called to the Bar (banded)	a. Pre 1990	3.4	b, c, d	601	17.3%
	b. 1990-1999	3.14	a, d	905	26.0%
	c. 2000-2009	3.07	a	1013	29.1%
	d. 2010 to 2021	3.03	a, b	959	27.6%
	Sig.	**			
Practice Years	a. Young Bar	2.98	b, c	548	15.8%
	b. Middle Practice	3.08	a, c	1550	44.6%
	c. Later Practice	3.25	a, b	1380	39.7%
	Sig.	**			
Area of Practice (grouped)	a. Criminal	2.92	All	921	26.6%
	b. Civil	3.2	a, f	776	22.4%
	c. PI/PN	3.2	a, f	420	12.1%
	d. Commercial	3.25	a	571	16.5%
	e. Family	3.17	a, f	699	20.2%
	f. Other/International	3.45	a, b, c, e	77	2.2%
	Sig.	**			
Region	a. Wales	3.02	-	64	1.9%
	b. North East	2.92	e, j	86	2.5%
	c. North West	3.05	j	189	5.5%
	d. Yorkshire and the Humber	3.11	-	61	1.8%
	e. West Midlands	3.24	b	125	3.6%
	f. East Midlands	3.02	-	94	2.7%
	g. South West	3.15	-	152	4.4%
	h. South East	3.07	j	542	15.7%
	i. East of England	3.08	-	30	0.9%
	j. Greater London	3.23	b, c, h, k	1271	36.7%
	k. Multiple/National	3.07	j	845	24.4%
	Sig.	**			
	All data	3.13		3479†	100%

See Table 5.1 for notes about the table format.

## 7. Analysis of Wellbeing scores by harassment, mentoring and Pro Bono questions

The Barrister's Working Lives survey asked a number of questions about the support and harassment barristers experience, as well as about the Pro Bono work they do to help others. Table 7.1 shows the mean values for overall Barrister Wellbeing, broken down by these questions.

- Respondents who had experienced workplace bullying or harassment (62% of the total sample) reported significantly lower wellbeing than those who had no experience of this. In addition, those who had personally experienced bullying and harassment also reported significantly lower overall wellbeing than those who did not.
- The 44.6% of respondents who mentored others reported significantly higher wellbeing than those who did not, but those who had a mentor reported significantly lower wellbeing.
- Although 47% of respondents reported some level of Pro Bono work, there was no significant difference in overall wellbeing score between the sub-groups. It was noted however, that those barristers who did the most Pro Bono work reported the lowest average wellbeing (but not significantly so).
- Perhaps unsurprisingly, those 22.4% of responding barristers who indicated they had sought support from the Wellbeing at the Bar website and other resources reported significantly lower wellbeing than those who did not.
- Those respondents in higher income groups reported significantly greater overall wellbeing than those in lower income groups.

<b>7.1 Barrister overall wellbeing scores for Harassment, Mentoring and Pro Bono questions showing mean values and significant differences between sub-groups</b>		Barrister Wellbeing Overall Mean	Sig. different from?	Count	%
Workplace Bullying and Harassment (any experience)	a. None	3.3	b	2069	61.9%
	b. Yes	2.87	a	1272	38.1%
	Sig.	**			
I personally experienced B&H or discrimination in person or online	a. No	3.27	b	2345	70.2%
	b. Yes	2.82	a	996	29.8%
	Sig.	**			
I act as mentor for other lawyers	a. Yes	3.18	b	1475	44.6%
	b. No	3.1	a	1829	55.4%
	Sig.	**			
I have a barrister mentor	a. Yes	3.04	b	445	13.5%
	b. No	3.15	a	2857	86.5%
	Sig.	**			
Days of Pro Bono work provided in last 12 months	a. None	3.14	-	1895	56.8%
	b. 5 or less days	3.15	-	964	28.9%
	c. 6-10 days	3.16	-	291	8.7%
	d. 11-20 days	3.15	-	109	3.3%
	e. More than 20 days	2.94	-	76	2.3%
	Sig.	ns			
Used the Wellbeing at the Bar Website and Resources?	a. Yes	2.95	b	724	22.4%
	b. No	3.19	a	2501	77.6%
	Sig.	**			
Income group	a. Up to £90k	3.03	b, c	1268	39.0%
	b. £90-240k	3.13	a, c	1300	40.0%
	c. More than £240k	3.34	a, b	685	21.1%
	Sig.	**			
<b>All data</b>		3.13		3479†	100%

See Table 5.1 for notes about the table format.

## 8. Advanced Analysis: gender, income and practice years

The analyses presented in this report have concentrated on the wellbeing associated with single category variables. As an example of the type of further and advanced analysis that can be generated, this section provides an analysis of barrister income and how it related to overall wellbeing, and whether this relationship changes by gender and years of practice.

This type of question can be answered by a Factorial Analysis of Variance. This type of analysis not only indicates whether there is a significant difference between the sub-groups of the main categories being analysed (e.g., between the male and female groups of the gender category), it also provides information as to whether the main categories *interact* with each other. For example, do later practice, males, in low earnings categories have a significantly different wellbeing rate to what might be expected for females in the same category.

This type of analysis and conducted and a significant difference was found in overall wellbeing scores across each of the main categories. That is females reported lower wellbeing than males; younger categories report lower wellbeing than more experienced categories; and higher earners report higher wellbeing than lower earning categories. These differences are illustrated in Figure 1 (see Tables 5.1 to 7.1 for details).

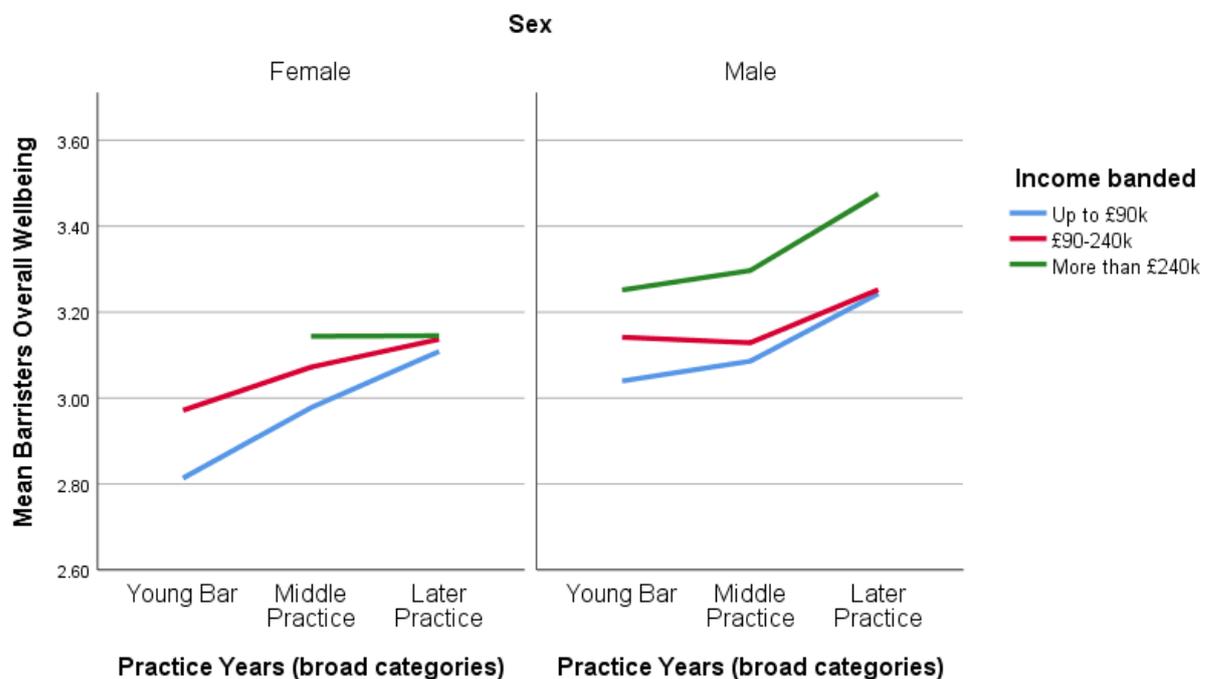


Figure 1: Mean overall wellbeing scores broken down by gender, practice year and income. Note: there were fewer than 10 female Young Bar high earner respondents and so this data point is not shown.

However, no significant interactions were observed in the data, in that the same general 'shape' of relationship was found between practice years and income for both males and females as well as the other combinations of categories. That is, generally for both males and females, higher income earners and longer practice categories have greater wellbeing than the corresponding middle and lower groups. Although no significant interactions were observed, it is clear from Figure 1 that the particular combination of Female, Young Bar and Low-income has the lowest reported wellbeing of any other combination and perhaps this group should be addressed as a priority in any future Bar Council wellbeing interventions.

## 9. Advanced Analysis: predicting overall job satisfaction

The Bar Council's 2021 Barrister's Working Lives survey generated a very rich data set. To provide a more in-depth analysis of how wellbeing influences the experience of the job of a barrister, a hierarchical multiple regression analysis was conducted on the data. This type of analysis investigates how well sets of variables statistically predict scores on the overall job satisfaction question 'Overall, taking everything into consideration, I am satisfied with my job as a whole'.

Three sets of variables were analysed, the first set controlled for gender and age, the second set for controlled for ethnicity and area of practice. Taken together gender, age, ethnicity and area of practice predicted about 3% of the variance in the overall work satisfaction question. When the 4 BWB factors were then added to the regression model, they were found to make a highly significant improvement and were able to predict 54.6% of the variance in the overall work satisfaction question. The table below shows how the significant predictors of overall job satisfaction.

	Unstandardised Coefficients		Standardised Coefficients	t	Sig.
	B	Std. Err	Beta		
(Constant)	-1.10	0.27		-4.06	< .001
Sex	0.009	0.029	0.004	0.312	ns
Age	-0.058	0.012	-0.062	-4.747	< .001
Broad ethnic group	0.012	0.017	0.009	0.709	0.479
Area of Practice (grouped)	0.033	0.009	0.046	3.67	< .001
Psychological Wellbeing PWB	0.454	0.018	0.409	25.268	< .001
Perfectionism PER	0.034	0.017	0.028	1.967	0.049
Workload Management WLM	0.316	0.018	0.275	17.981	< .001
Supportive Work Environment SWE	0.364	0.02	0.248	18.185	< .001

Dependent Variable: c1n: Overall, taking everything into consideration, I am satisfied with my job as a whole

In the table above, those BWB areas with the largest 't' values are the best predictors of overall job satisfaction. The table therefore shows that the PWB was the best predictor of ratings of overall job satisfaction followed by SWE and then WLM. These are therefore the factors might be prioritised when considering interventions to improve the job satisfaction of respondents.

# 10. Appendices

This section contains a detailed breakdown of the score for all Barrister wellbeing sub scales by question categories.

- 10.1 Demographic question analysis by all BWB factors and overall BWB
- 10.2 Work question analysis by all BWB factors and overall BWB
- 10.3 Harassment and other question analysis by all BWB factors and overall BWB
- 10.4 Descriptive Statistics for individual Barrister Wellbeing questions and comparison across Area of Practice

<b>10.1 Demographic question analysis by all BWB factors and overall BWB</b>		Psychological Wellbeing Mean	Perfectionism Mean	Workload Management Mean	Supportive Work Environ. Mean	Barrister Wellbeing Overall Mean	Count	%
Sex	Female	3.3	3.95	2.95	3.65	3.04	1510	47.7%
	Male	3.42	3.54	3.2	3.69	3.23	1656	52.3%
	Sig.	**	**	**	ns	**		
Age	16 - 24 years	-	-	-	-	-	< 10	-
	25 - 34	3.22	4.04	2.94	3.64	3	616	19.6%
	35 - 44	3.34	3.86	3.01	3.64	3.08	872	27.7%
	45 - 54	3.34	3.7	3.05	3.68	3.14	869	27.6%
	55 - 64	3.44	3.5	3.22	3.71	3.26	571	18.2%
	65 plus	3.78	3.12	3.58	3.83	3.54	212	6.7%
Sig.	**	**	**	**	**			
Broad ethnic group	White	3.37	3.73	3.08	3.71	3.15	2717	87.3%
	Mixed or Multiple	3.23	3.78	3.05	3.58	3.06	136	4.4%
	Asian or Asian British	3.31	3.73	2.99	3.38	3.01	125	4.0%
	Black and Black other	3.35	3.61	3.1	3.4	3.08	66	2.1%
	Other ethnic group	3.41	3.78	3.22	3.4	3.08	68	2.2%
	Sig.	ns	ns	ns	**	*		
BAME Split	White	3.37	3.73	3.08	3.71	3.15	2717	87.3%
	BAME	3.3	3.74	3.07	3.45	3.05	395	12.7%
	Sig.	ns	ns	ns	**	**		
Disability	Yes	3.02	3.76	2.98	3.39	2.94	302	9.7%
	No	3.41	3.72	3.1	3.71	3.17	2800	90.3%
	Sig.	**	ns	*	**	**		
Religion grouped	No religion	3.37	3.76	3.09	3.71	3.15	1351	44.8%
	Christian	3.39	3.72	3.07	3.67	3.15	1405	46.6%
	Other religion	3.35	3.65	3.13	3.64	3.16	262	8.7%
	Sig.	ns	ns	ns	ns	ns		
Sexuality (grouped)	LGBTQ	3.21	3.92	2.99	3.63	3.03	277	9.3%
	Straight	3.4	3.71	3.1	3.69	3.16	2688	90.7%
	Sig.	**	**	*	ns	**		
Primary carer for child under 18	Yes	3.31	3.83	3.01	3.64	3.08	1019	32.6%
	No	3.39	3.68	3.12	3.69	3.17	2108	67.4%
	Sig.	*	**	**	ns	**		
Adult caring responsibility binary	No	3.4	3.71	3.11	3.7	3.17	2632	84.8%
	Yes	3.15	3.83	2.95	3.55	3	471	15.2%
	Sig.	**	**	**	**	**		
Broad type of school	State	3.32	3.79	3.03	3.65	3.1	1761	56.8%
	Independent	3.43	3.64	3.16	3.74	3.22	1117	36.0%
	Other/Intl	3.33	3.72	3.14	3.54	3.11	222	7.2%
	Sig.	*	**	**	**	**		
All Data		3.35	3.73	3.07	3.67	3.13	3479	100%

Notes: \* = a significant difference between categories of  $p < .05$ ; \*\* = a highly significant difference  $p < .01$ ; ns = a non-significant difference between sub-groups NB. Some respondents may not have answered all questions. Categories with 10 or fewer respondents are not reported.

<b>10.2 Work question analysis by all BWB factors and overall BWB</b>		Psychological Wellbeing Mean	Perfectionism Mean	Workload Management Mean	Supportive Work Environ. Mean	Barrister Wellbeing Overall Mean	Count	%
Current work type	Employed Practice only	3.43	3.62	3.24	3.73	3.24	375	10.8%
	Self Employed practice (in Chambers)	3.34	3.75	3.03	3.67	3.12	2930	84.2%
	Self Employed Practice (Sole Practitioner)	3.5	3.48	3.54	3.36	3.24	111	3.2%
	Both (Self Employed AND Employed Practice)	3.29	3.8	3.04	3.51	3.05	63	1.8%
	Sig.	ns	**	**	**	**		
Typical working hours	Full-time (work in office hours each working day)	3.55	3.54	3.46	3.76	3.34	685	20.3%
	Full-time extended hours (not weekends)	3.52	3.69	3.26	3.68	3.23	716	21.2%
	Full-time extended (with weekends)	3.17	3.82	2.75	3.62	2.98	1648	48.9%
	Part-time	3.53	3.78	3.49	3.68	3.27	323	9.6%
	Sig.	**	**	**	**	**		
Year called to the Bar (banded)	Pre 1990	3.64	3.3	3.36	3.8	3.4	601	17.3%
	1990-1999	3.33	3.63	3.04	3.67	3.14	905	26.0%
	2000-2009	3.29	3.86	3.01	3.62	3.07	1013	29.1%
	2010 to 2021	3.25	3.96	2.99	3.62	3.03	959	27.6%
	Sig.	**	**	**	**	**		
Practice Years	Young Bar	3.21	4	2.91	3.59	2.98	548	15.8%
	Middle Practice	3.31	3.85	3.03	3.64	3.08	1550	44.6%
	Later Practice	3.45	3.49	3.18	3.72	3.25	1380	39.7%
	Sig.	**	**	**	**	**		
Area of Practice (grouped)	Criminal	3.08	3.81	2.64	3.56	2.92	921	26.6%
	Civil	3.43	3.71	3.23	3.68	3.2	776	22.4%
	PI/PN	3.42	3.75	3.24	3.71	3.2	420	12.1%
	Commercial	3.51	3.65	3.35	3.67	3.25	571	16.5%
	Family	3.41	3.74	3.07	3.74	3.17	699	20.2%
	Other/International	3.72	3.37	3.58	3.74	3.45	77	2.2%
	Sig.	**	**	**	**	**		
Region	Wales	3.28	3.86	2.8	3.67	3.02	64	1.9%
	North East	3.08	4	2.64	3.72	2.92	86	2.5%
	North West	3.32	3.79	2.9	3.58	3.05	189	5.5%
	Yorkshire and the Humber	3.35	3.87	3.07	3.68	3.11	61	1.8%
	West Midlands	3.5	3.65	3.26	3.7	3.24	125	3.6%
	East Midlands	3.26	3.84	2.82	3.63	3.02	94	2.7%
	South West	3.4	3.85	3.13	3.73	3.15	152	4.4%
	South East	3.25	3.76	2.96	3.64	3.07	542	15.7%
	East of England	3.24	3.69	3.06	3.56	3.08	30	0.9%
	Greater London	3.48	3.69	3.26	3.72	3.23	1271	36.7%
	Multiple/National	3.24	3.7	2.95	3.6	3.07	845	24.4%
	Sig.	**	*	**	ns	**		
All data	3.35	3.73	3.07	3.67	3.13	3479	100%	

Notes: \* = a significant difference between categories of  $p < .05$ ; \*\* = a highly significant difference  $p < .01$ ; ns = a non-significant difference between sub-groups NB. Some respondents may not have answered all questions. Categories with 10 or fewer respondents are not reported.

<b>10.3 Harassment and other question analysis by all BWB factors and overall BWB</b>		Psychological Wellbeing Mean	Perfectionism Mean	Workload Management Mean	Supportive Work Environ. Mean	Barrister Wellbeing Overall Mean	Count	%
Workplace Bullying and Harassment (any experience)	None	3.54	3.61	3.27	3.83	3.3	2069	61.9%
	Yes	3.06	3.92	2.76	3.41	2.87	1272	38.1%
	Sig.	**	**	**	**	**		
I Personally experienced B&H or discrimination in person or online	No	3.51	3.64	3.22	3.8	3.27	2345	70.2%
	Yes	2.99	3.96	2.73	3.34	2.82	996	29.8%
	Sig.	**	**	**	**	**		
I act as mentor for other lawyers	Yes	3.4	3.67	3.07	3.74	3.18	1475	44.6%
	No	3.32	3.78	3.08	3.6	3.1	1829	55.4%
	Sig.	*	**	ns	**	**		
I have a barrister mentor	Yes	3.3	3.96	2.99	3.65	3.04	445	13.5%
	No	3.36	3.7	3.09	3.67	3.15	2857	86.5%
	Sig.	ns	**	*	ns	**		
Days of Pro Bono work provided in last 12 months	None	3.34	3.73	3.07	3.67	3.14	1895	56.8%
	5 or less days	3.38	3.76	3.09	3.7	3.15	964	28.9%
	6-10 days	3.38	3.71	3.15	3.67	3.16	291	8.7%
	11-20 days	3.4	3.6	3.1	3.56	3.15	109	3.3%
	More than 20 days	3.14	3.95	3.02	3.37	2.94	76	2.3%
	Sig.	ns	ns	ns	**	ns		
Used the Wellbeing at the Bar Website and Resources?	Yes	3.11	4.04	2.88	3.62	2.95	724	22.4%
	No	3.42	3.65	3.14	3.68	3.19	2501	77.6%
	Sig.	**	**	**	ns	**		
Income group	Up to £90k	3.22	3.81	2.99	3.55	3.03	1268	39.0%
	£90-240k	3.34	3.76	3.03	3.71	3.13	1300	40.0%
	More than £240k	3.62	3.56	3.3	3.82	3.34	685	21.1%
	Sig.	**	**	**	**	**		
All data		3.35	3.73	3.07	3.67	3.13	3479	100%

Notes: \* = a significant difference between categories of  $p < .05$ ; \*\* = a highly significant difference  $p < .01$ ; ns = a non-significant difference between sub-groups NB. Some respondents may not have answered all questions. Categories with 10 or fewer respondents are not reported.

10.4 Descriptive Statistics for individual barrister wellbeing questions and comparison across Area of Practice					All Respondents		%Agree by members within each Area of Practice				
Question	%Agree	Mean	Sd	N	Crim	Civil	PI/PN	Com	Fam	Other/Int	
c1a: Within the environment in which I work, there is generally a sense of cooperation and collaboration	77	3.9	0.97	3449	70	79	81	78	83	77	
c1b: I have significant control over the content and pace of my work	43	3.0	1.24	3459	26	49	46	54	44	61	
c1c: I am able to integrate the things that are most important to life and work	42	3.0	1.15	3444	28	48	48	54	40	59	
c1d: I tend to feel down or low in spirits (-ve)	37	2.9	1.20	3462	49	32	35	32	34	25	
c1e: I experience little interest or pleasure in doing things (-ve)	23	2.5	1.18	3450	32	19	21	19	20	16	
c1f: A case going badly has an impact on my confidence (-ve)	71	3.8	1.05	3453	75	77	81	74	76	61	
c1g: Overall, I find my workload manageable	51	3.2	1.04	3464	40	55	57	59	48	70	
c1h: I tend to dwell on my mistakes (-ve)	62	3.6	1.10	3450	64	60	64	60	64	45	
c1i: My current mood is good	57	3.4	0.99	3459	46	58	61	61	62	70	
c1j: I tend to be very critical of myself	73	3.9	1.01	3427	77	71	71	69	74	69	
c1k: My relationships with other colleagues are as good as I would want them	52	3.3	1.03	3453	51	52	51	49	55	67	
c1l: Within the environment in which I work, I feel comfortable to express my opinions, thoughts and ideas	66	3.6	1.08	3456	60	65	71	70	67	75	
c1m: I am able to confide in work colleagues regarding challenges experienced with my cases	75	3.9	0.99	3433	76	75	76	73	78	65	
c1n: Overall, taking everything into consideration, I am satisfied with my job as a whole	61	3.5	1.13	3463	43	68	67	73	63	70	
N =					921	776	420	571	699	77	

Notes:

- %Agree scores are the average % respondents who agree or definitely agree with questions.
- Colour coding indicates differences compared to the overall %Agree average for this question: **XX** = 5% lower; **XX** = 10% lower; **XX** = 5% higher; **XX** = 10% higher.
- Sd = Standard deviation. A measure of the average difference of the scores from the mean score for that question, where a larger value indicates a wider spread of scores.
- N = Number of respondents answering this question.
- (-ve) = This question is negatively phrased, so that a higher %Agree indicates lower wellbeing stress

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