

Bevan Brittan 

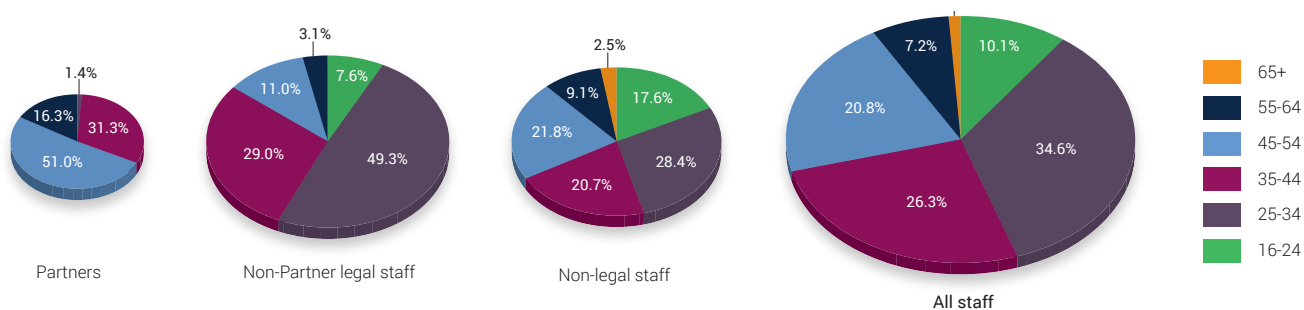
Employee Diversity Data

2019



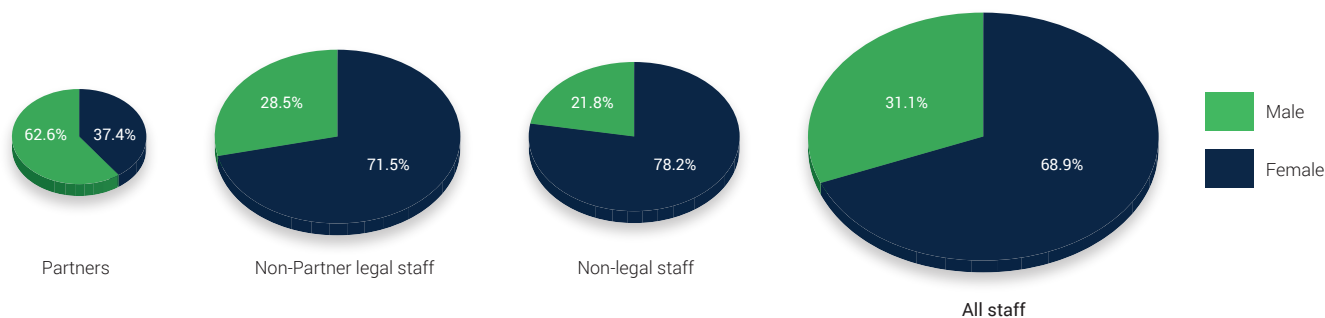
The diversity statistics shown below have either come from our HR database or a voluntary anonymous diversity survey that all employees were invited to complete in May 2019. We had a 75% response rate to our survey.

Age



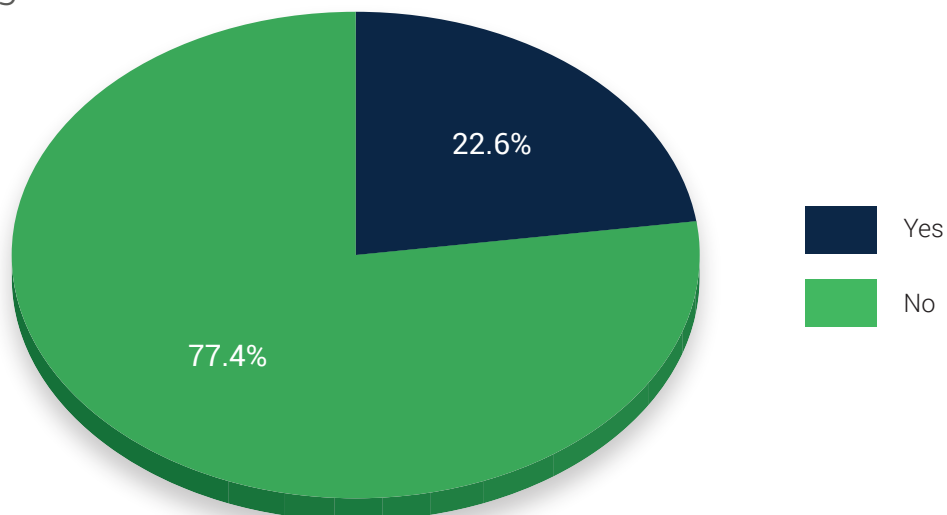
Source: HR database

Gender



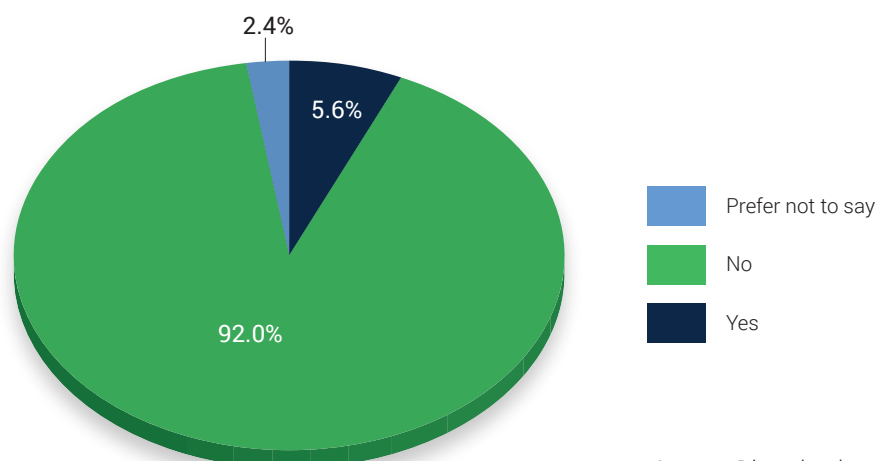
Source: HR database

Flexible Working



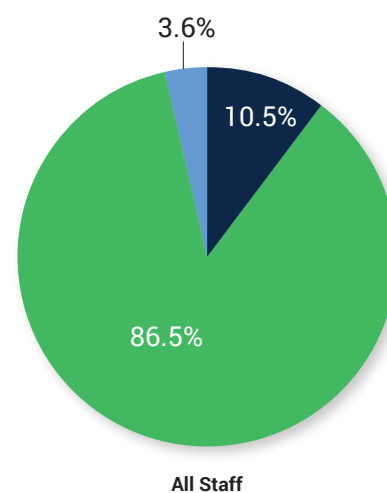
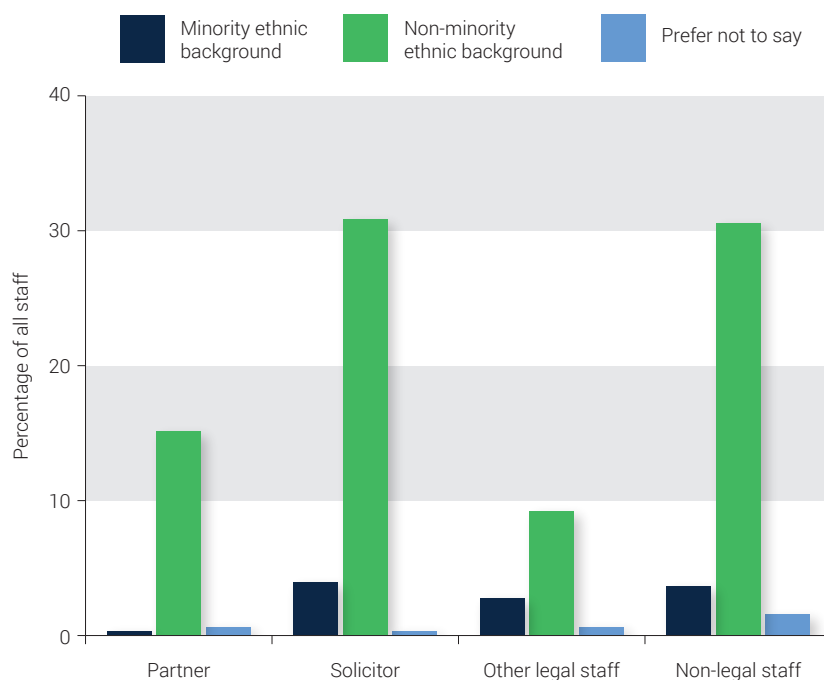
Source: HR database

Disability



Source: Diversity data survey 2019

Ethnicity



Source: Diversity data survey 2019

For the sake of this chart, the broader categories of ethnicity contain data collated from the following:

Minority ethnic background:

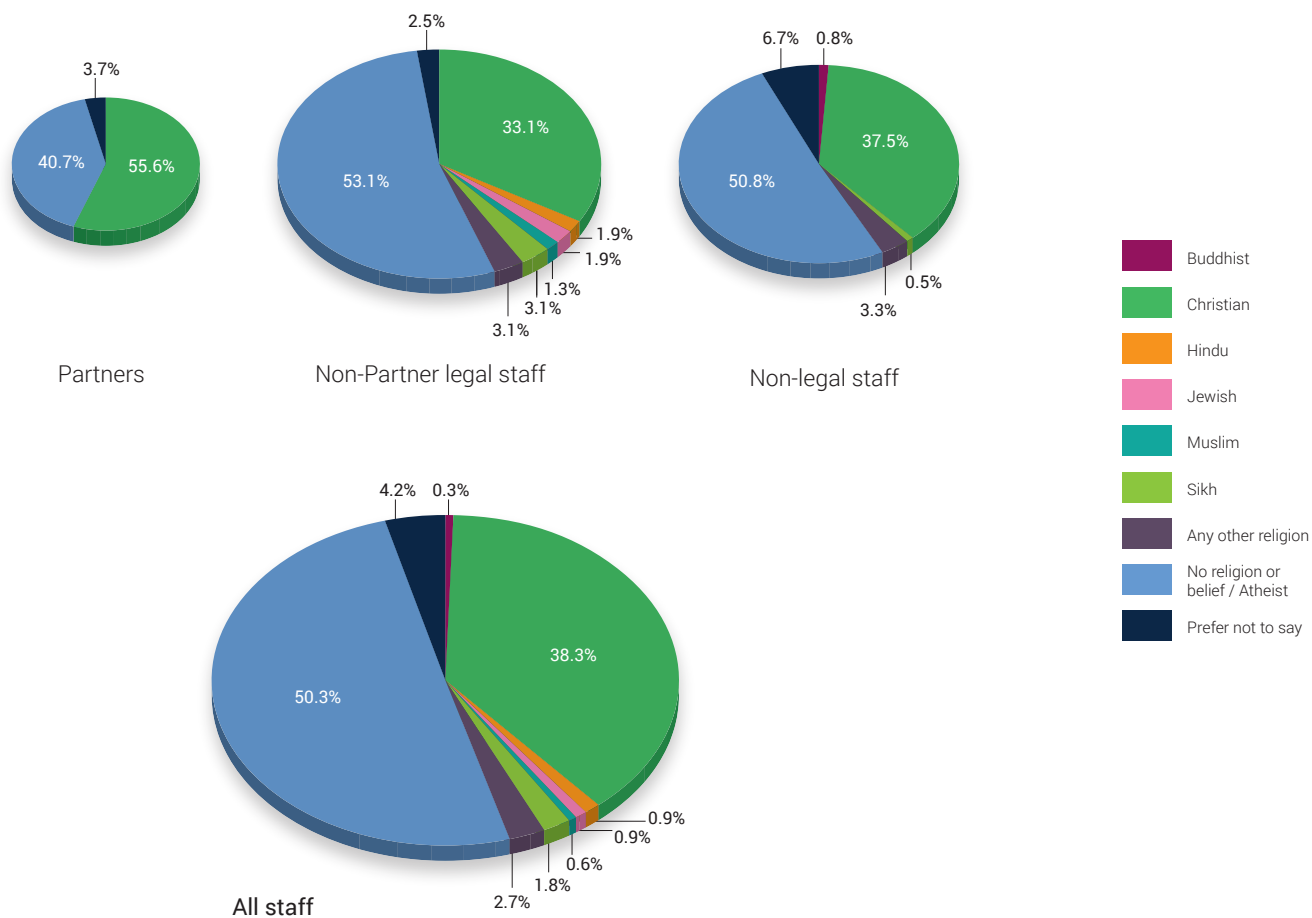
- African
- Bangladeshi
- Caribbean
- Chinese
- Indian
- Pakistani
- White and Asian
- White and Black African
- Any other Asian background
- Any other ethnic group
- Any other Mixed / multiple ethnic background

Non-minority ethnic background:

- British / English / Welsh / Northern Irish / Scottish
- Irish
- Any other White background

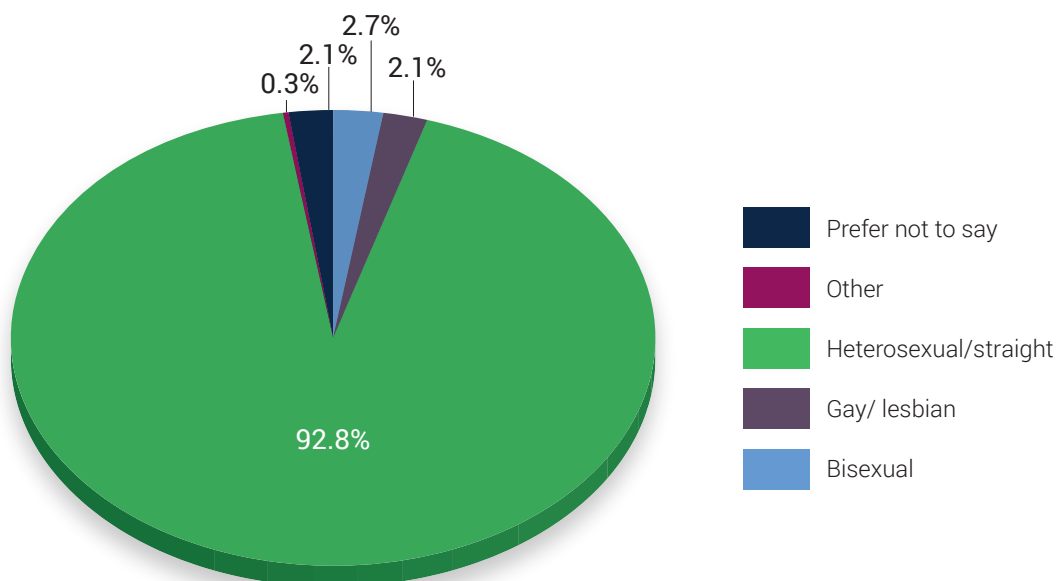
Full data is presented in the appendix.

Religion and belief



Source: Diversity data survey 2019

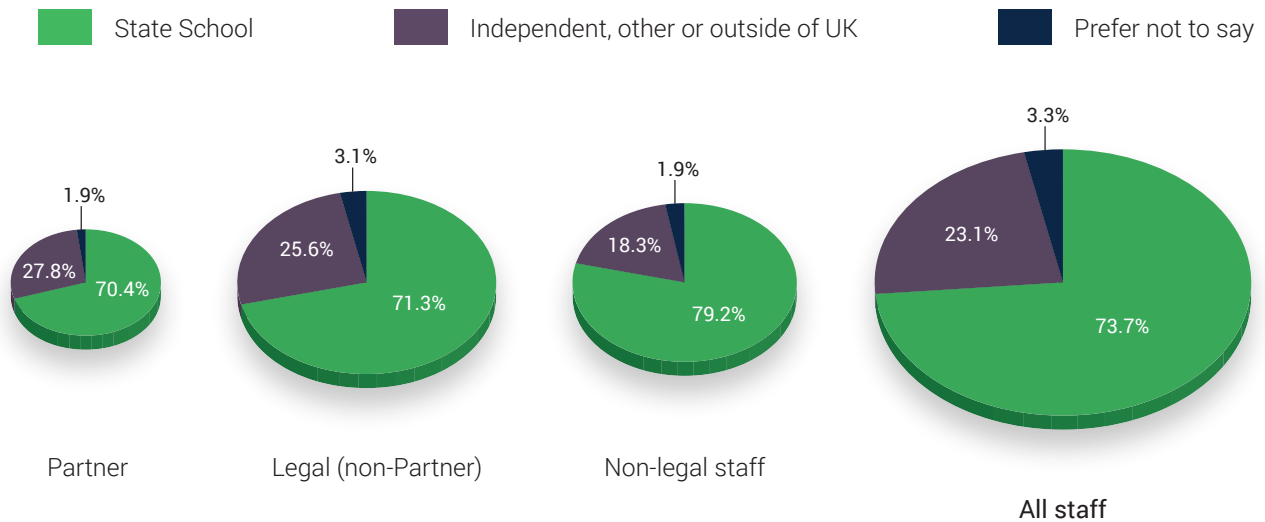
Sexual orientation



Source: Diversity data survey 2019

Education

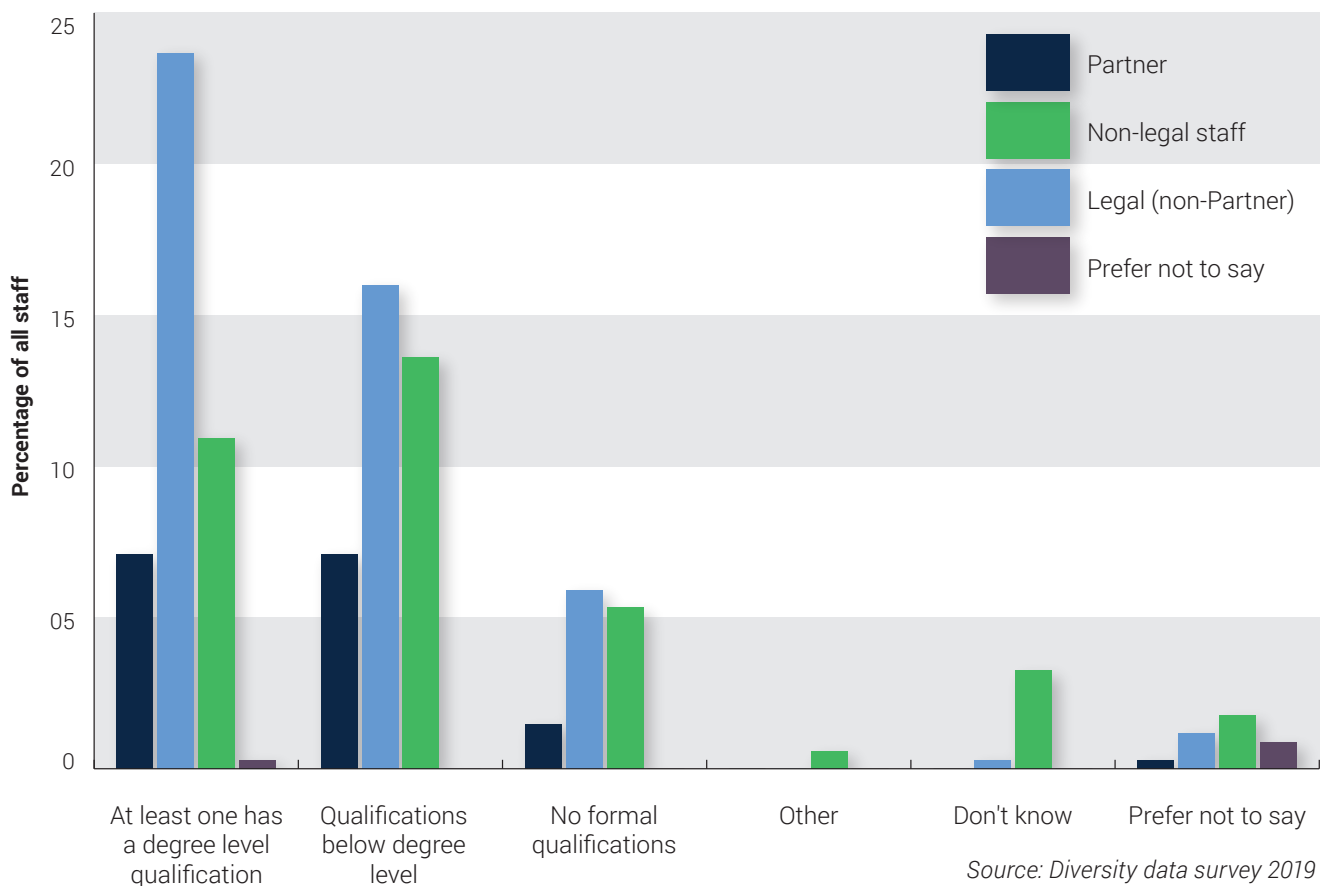
Did you mainly attend a state or fee paying school between the ages 11 - 16? If you changed schools, please base your answer on the last two years of your education.



Source: Diversity data survey 2019

Parents' education

What is the highest level of qualifications achieved by either of your parent(s) or guardian(s) by the time you were 18?



Source: Diversity data survey 2019

Parents' employment

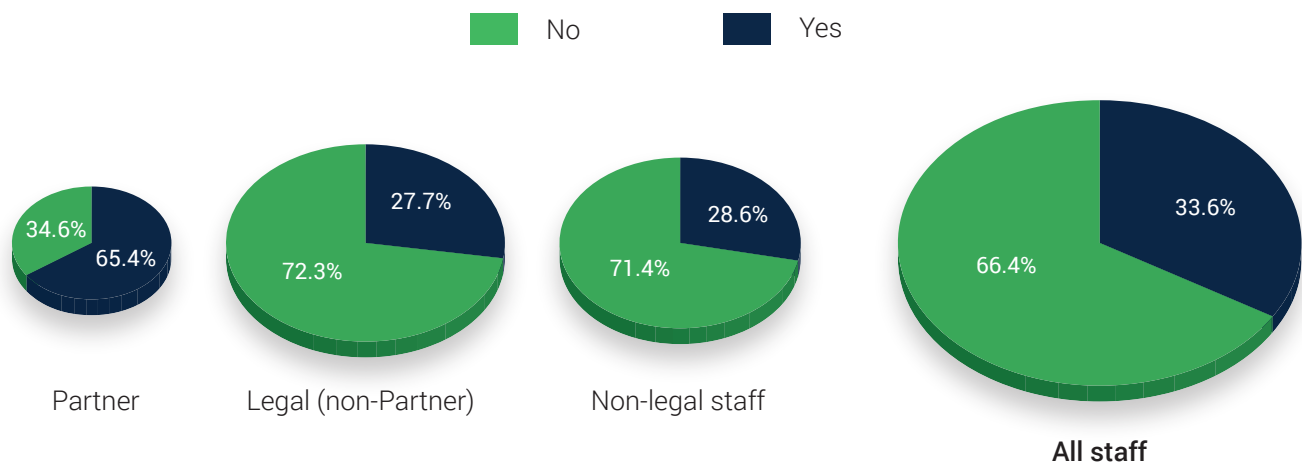
Thinking back to when you were aged about 14, which best describes the sort of work the main/ highest income earner in your household did in their main job? All values represent percentage of total staff.

	Legal (non- Partner)	Non- legal staff	Partner	Prefer not to say	Total
Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse	3.0%	2.7%	1.2%	-	6.8%
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	0.3%	0.3%	-	-	0.6%
Modern professional occupations such as: teacher/ lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer	14.2%	6.2%	5.0%	0.3%	25.7%
Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff	1.2%	3.8%	0.3%	-	5.3%
Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant	2.1%	3.6%	0.3%	-	5.9%
Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive	8.3%	7.7%	4.1%	-	20.1%
Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	5.9%	5.0%	1.8%	-	12.7%
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/ mechanical engineer	8.0%	3.0%	1.5%	-	12.4%
Other	3.0%	0.9%	1.2%	-	5.0%
Prefer not to say	1.5%	1.2%	0.3%	0.9%	3.8%
Not applicable	-	0.3%	0.3%	-	0.6%
Don't know	-	0.9%	-	-	0.9%
Total	47.3%	35.5%	16.0%	1.2%	100.0%

Source: Diversity data survey 2019

Primary child carer

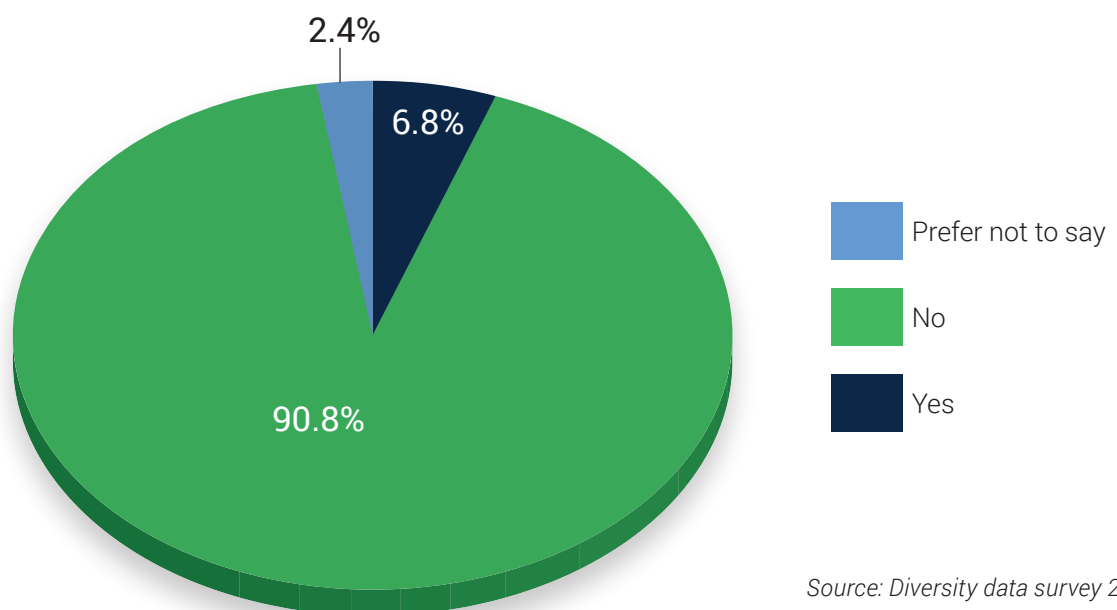
Are you a primary carer for a child or children under 18?



Source: Diversity data survey 2019

Carer for someone with a disability

Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?



Source: Diversity data survey 2019

Appendix: Complete data

Note: All values represent percentage of total staff.

Age

Age	Partner	Solicitor	Other legal staff	Non-legal staff	Total
16-24	-	-	3.7%	6.4%	10.1%
25-34	0.2%	18.0%	6.1%	10.3%	34.6%
35-44	4.6%	12.9%	1.3%	7.5%	26.3%
45-54	7.5%	5.0%	0.4%	7.9%	20.8%
55-64	2.4%	1.1%	0.4%	3.3%	7.2%
65+	-	-	-	0.9%	0.9%
Total	14.7%	37.0%	11.9%	36.3%	100.0%

Source: HR database

Gender

Gender	Partner	Solicitor	Other legal staff	Non-legal staff	Total
Female	5.5%	25.2%	9.9%	28.3%	68.9%
Male	9.2%	11.8%	2.2%	7.9%	31.1%
Total	14.7%	37.0%	12.1%	36.2%	100.0%

Source: HR database

Flexible working

Flexible Working	Partner	Solicitor	Other legal staff	Non-legal staff	Total
No	12.4%	28.0%	10.0%	26.9%	77.4%
Yes	2.8%	10.3%	1.5%	8.1%	22.6%
Total	15.2%	38.2%	11.5%	35.0%	100.0%

Source: HR database

Disability

Disability	Partner	Solicitor	Other legal staff	Non-legal staff	Prefer not to say	Total
Yes	0.3%	2.1%	0.6%	2.4%	0.3%	5.6%
No	15.4%	32.0%	11.8%	32.2%	0.6%	92.0%
Prefer not to say	0.3%	0.9%	-	0.9%	0.3%	2.4%
Total	16.0%	35.0%	12.4%	35.5%	1.2%	100.0%

Source: Diversity data survey 2019

Ethnicity

Ethnic Group	Partner	Solicitor	Other legal staff	Non-legal staff	Total
African	-	-	-	0.6%	0.6%
Any other Asian background	-	-	-	0.3%	0.3%
Any other ethnic group	-	0.3%	0.3%	0.3%	0.9%
Any other Mixed / multiple ethnic background	-	0.6%	0.3%	0.6%	1.5%
Any other White background	0.3%	1.8%	0.9%	2.7%	5.6%
Bangladeshi	-	-	0.3%	-	0.3%
British / English / Welsh / Northern Irish / Scottish	14.5%	28.1%	8.3%	27.5%	79.0%
Caribbean	-	0.3%	0.6%	0.9%	1.8%
Chinese	0.3%	-	0.3%	-	0.6%
Indian	-	1.8%	0.9%	0.3%	3.0%
Irish	0.3%	0.9%	-	0.3%	1.5%
Pakistani	-	-	-	0.3%	0.3%
Prefer not to say	0.6%	0.3%	0.6%	1.5%	3.6%
White and Asian	-	0.9%	-	-	0.9%
White and Black African	-	-	-	0.3%	0.3%
Total	16.0%	35.0%	12.5%	35.6%	100.0%

Source: Diversity data survey 2019

Religion and belief

Religion or Belief	Partner	Solicitor	Other legal staff	Non-legal staff	Total
Any other religion	-	1.2%	0.3%	1.2%	2.7%
Buddhist	-	-	-	0.3%	0.3%
Christian	9.0%	13.2%	2.7%	13.5%	38.3%
Hindu	-	0.9%	-	-	0.9%
Jewish	-	0.9%	-	-	0.9%
Muslim	-	0.3%	0.3%	-	0.6%
No religion or belief / Atheist	6.6%	17.4%	8.1%	18.3%	50.3%
Prefer not to say	0.6%	0.9%	0.3%	2.4%	4.2%
Sikh	-	0.6%	0.9%	0.3%	1.8%
Total	16.2%	35.4%	12.6%	36.0%	100.0%

Source: Diversity data survey 2019

Sexual orientation

Sexual Orientation	Partner	Solicitor	Other legal staff	Non-legal staff	Total
Bisexual	-	0.6%	0.6%	1.5%	2.7%
Gay/ lesbian	-	0.9%	0.3%	0.9%	2.1%
Heterosexual/straight	15.9%	33.5%	10.8%	32.6%	92.8%
Other	-	-	-	0.3%	0.3%
Prefer not to say	0.3%	0.3%	0.9%	0.6%	2.1%
Total	16.2%	35.3%	12.6%	35.9%	100.0%

Source: Diversity data survey 2019

Education

Did you mainly attend a state or fee paying school between the ages 11 - 16? If you changed schools, please base your answer on the last two years of your education.	Legal (non-Partner)	Non-legal staff	Partner	Prefer not to say	Total
Attended school outside the UK	3.3%	3.8%	0.9%	-	8.0%
Independent/ fee-paying school (bursary)	3.0%	0.3%	1.5%	-	4.7%
Independent/ fee-paying school (no bursary)	5.9%	1.8%	2.1%	-	9.8%
State school (selective)	9.5%	4.1%	2.7%	0.3%	16.6%
State school (non-selective)	24.3%	24.0%	8.6%	0.3%	57.1%
Other	-	0.6%	-	-	0.6%
Prefer not to say	1.5%	0.9%	0.3%	0.6%	3.3%
Total	47.3%	35.5%	16.0%	1.2%	100.0%

Source: Diversity data survey 2019

Parents' education

What is the highest level of qualifications achieved by either of your parent(s) or guardian(s) by the time you were 18?	Legal (non-Partner)	Non-legal staff	Partner	Prefer not to say	Total
At least one has a degree level qualification	23.7%	10.9%	7.1%	0.3%	42.0%
No formal qualifications	5.9%	5.3%	1.5%	-	12.7%
Qualifications below degree level	16.0%	13.6%	7.1%	-	36.7%
Other	-	0.6%	-	-	0.6%
Don't know	0.3%	3.3%	-	-	3.6%
Prefer not to say	1.2%	1.8%	0.3%	0.9%	4.1%
Total	47.3%	35.5%	16.0%	1.2%	100.0%

Source: Diversity data survey 2019

Primary child carer

Are you a primary carer for a child or children under 18?	Legal(non-Partner)	Non-legal staff	Partner	Prefer not to say	Total
Yes	13.0%	10.1%	10.1%	0.0%	33.1%
No	34.0%	25.1%	5.3%	0.9%	65.4%
Prefer not to say	0.3%	0.3%	0.6%	0.3%	1.5%
Total	47.3%	35.5%	16.0%	1.2%	100.0%

Source: Diversity data survey 2019

Carer for someone with a disability

Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?	Legal (non-Partner)	Non-legal staff	Partner	Prefer not to say	Total
No	43.5%	32.5%	14.8%	-	90.8%
Prefer not to say	1.2%	0.3%	0.3%	0.6%	2.4%
Yes, 1 - 19 hours a week	2.4%	2.1%	0.6%	0.6%	5.6%
Yes, 20 - 49 hours a week	0.3%	-	-	-	0.3%
Yes, 50 or more hours a week	-	0.6%	0.3%	-	0.9%
Total	47.3%	35.5%	16.0%	1.2%	100.0%

Source: Diversity data survey 2019