

Bevan Brittan 

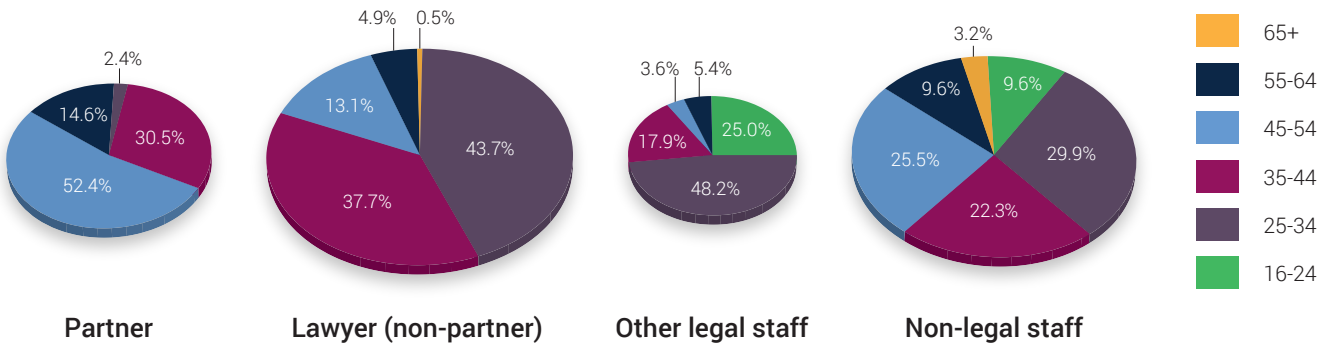
## Employee Diversity Data

2021

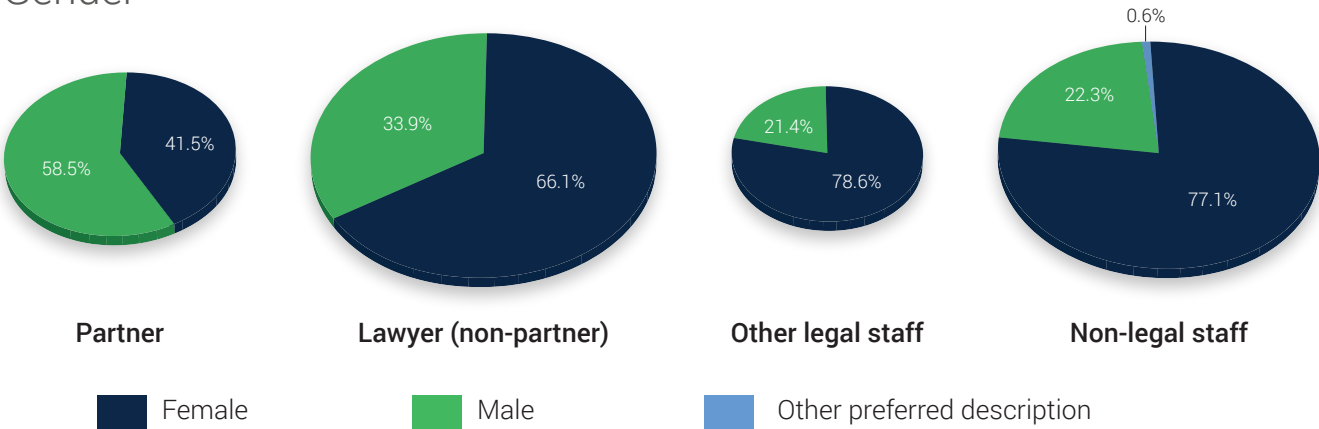


The following statistics on Age, Gender and Flexible working have been provided by the Human Resources department and represent 100% of employees in the UK as of January 2021.

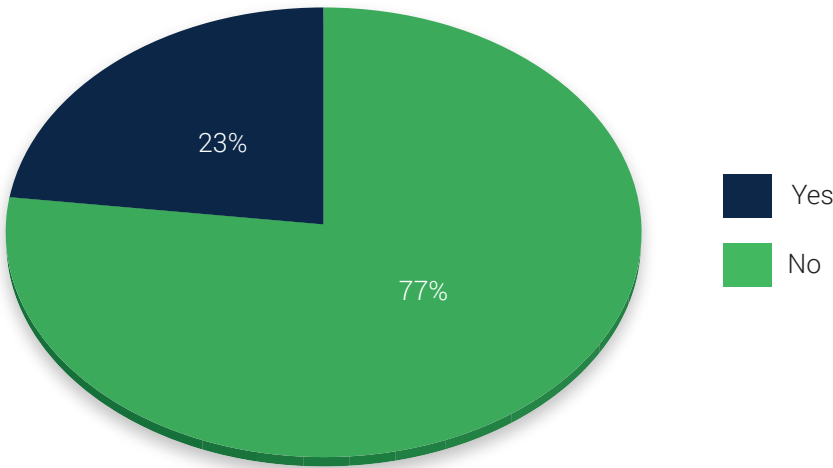
Age



Gender

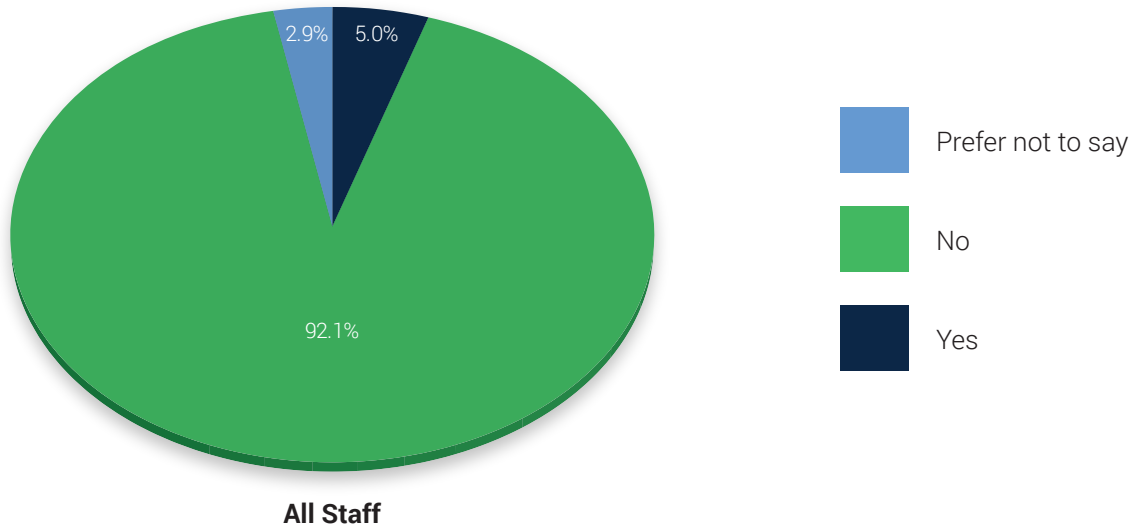


Flexible working

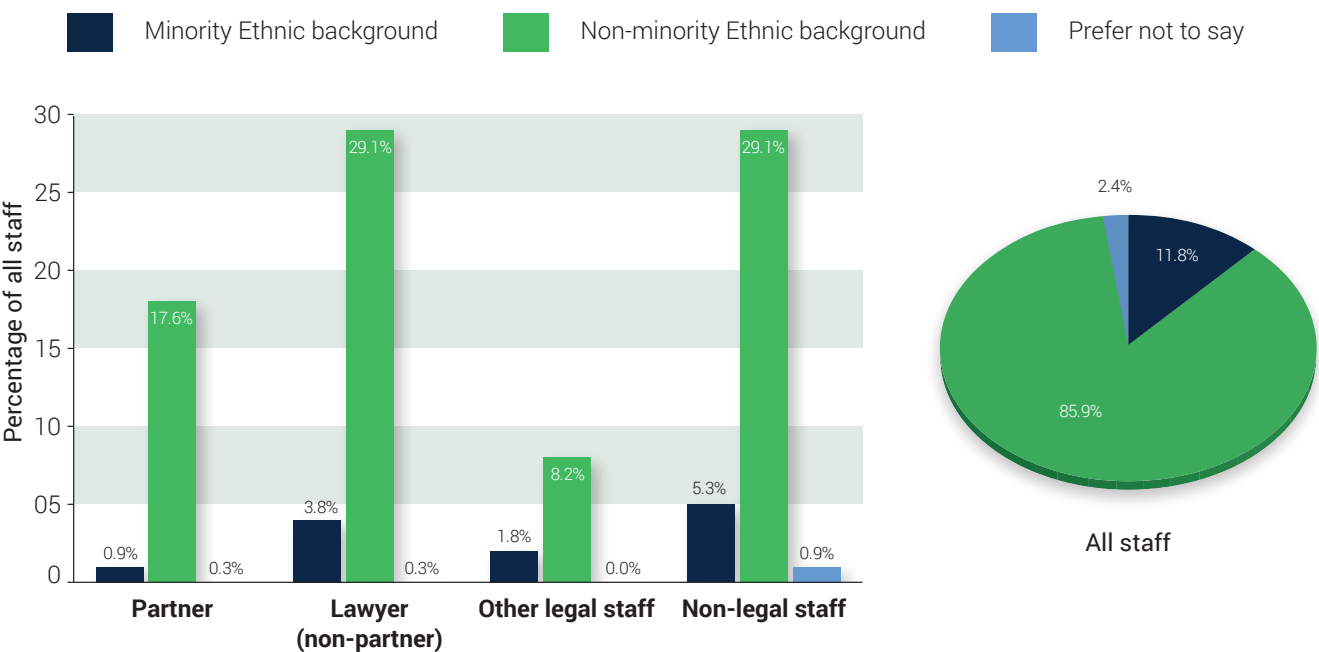


The following statistics on Disability, Religion / Belief, Ethnicity, Sexual Orientation, educational background and caring responsibilities have been taken from a voluntary employee diversity questionnaire which we asked all employees to complete. We had a 71% response rate, and these figures are based on those responses:

## Disability



## Ethnicity



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

### Minority ethnic background:

- African - Black / Black British
- Caribbean - Black / Black British
- Chinese / Chinese British
- Indian / Indian British
- Pakistani / Pakistani British
- Prefer not to say
- White and Asian
- White and Black African
- White and Black Caribbean
- Any other ethnic group
- Any other Mixed / multiple ethnic background

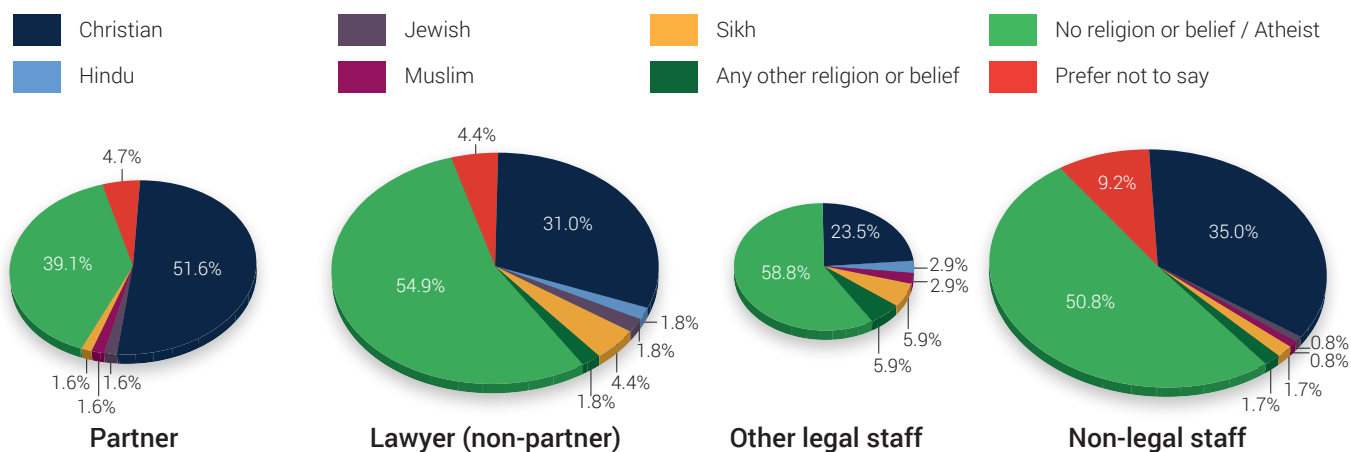
### Non-minority ethnic background:

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

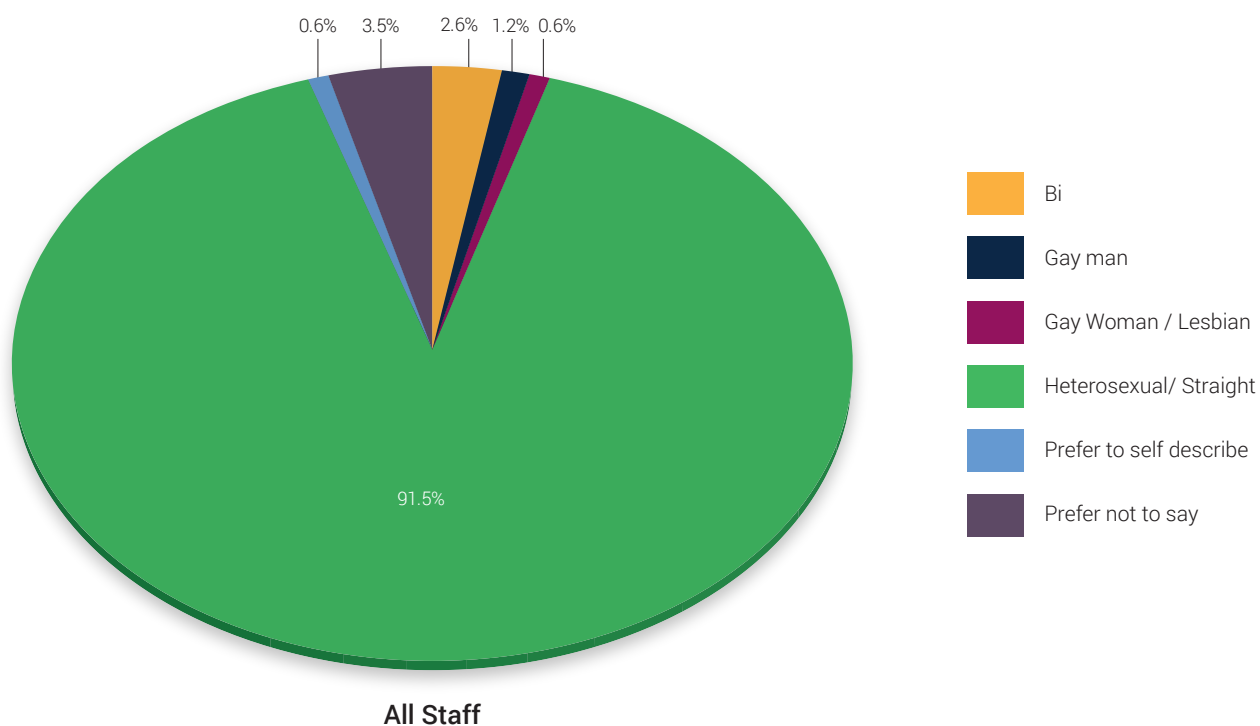
Full data is presented in the appendix.



## Religion and belief

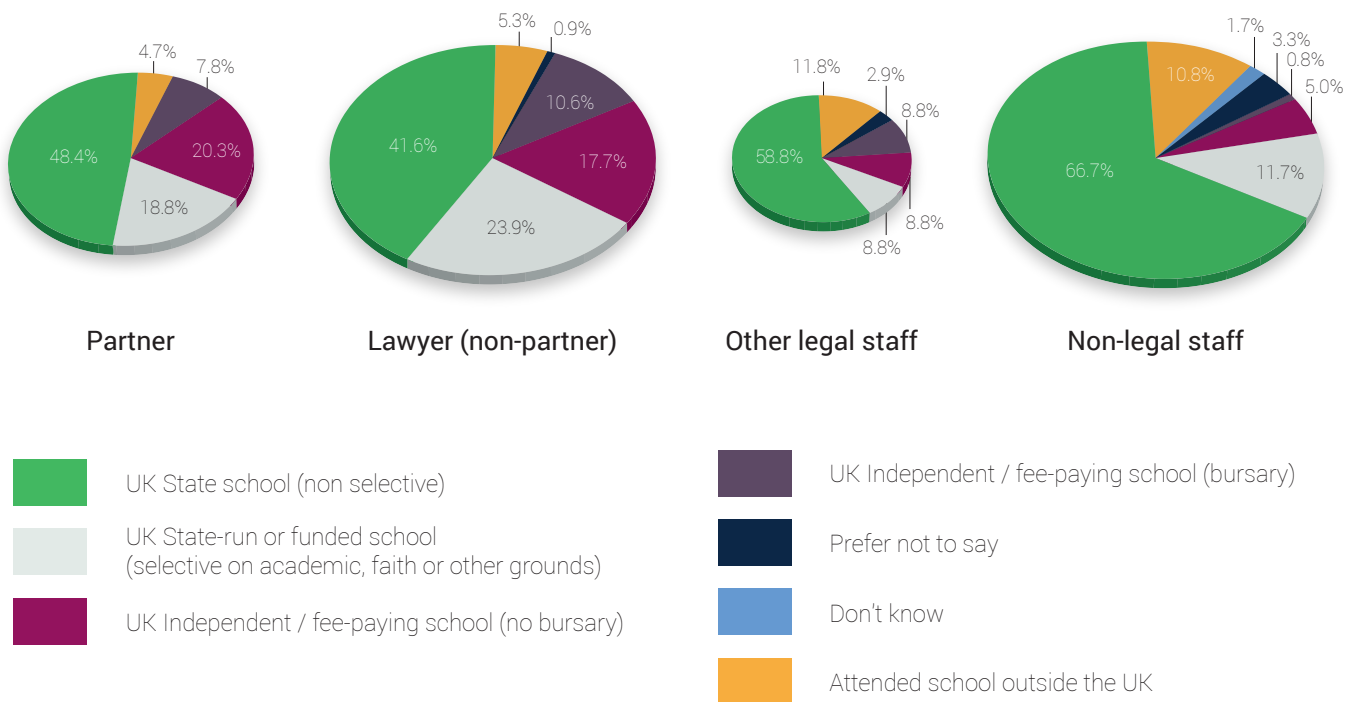


## Sexual orientation



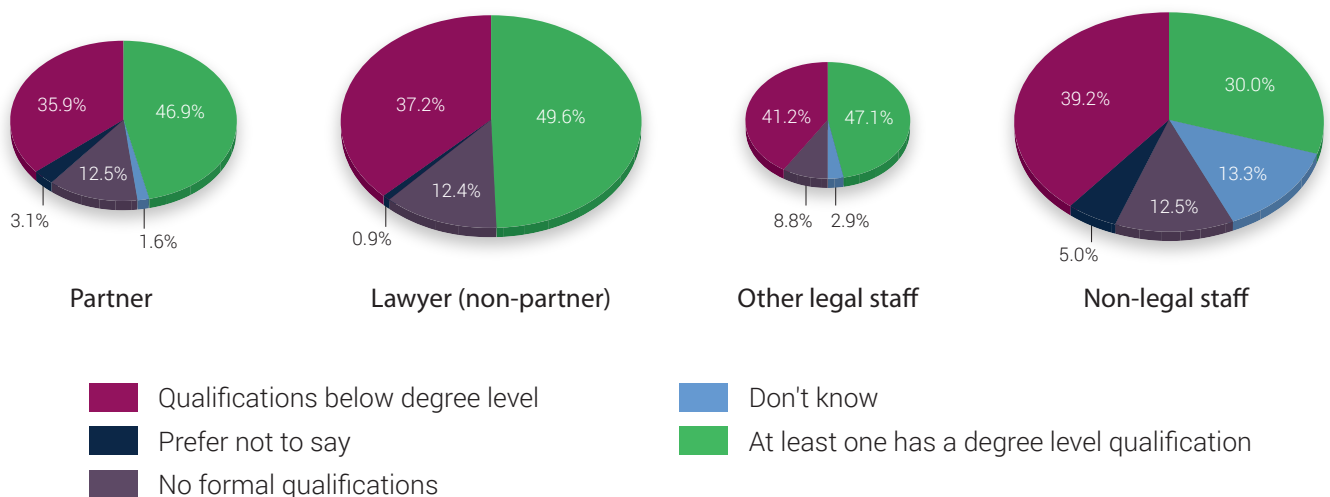
## Education

Type of school attended from age 11 – 16 years



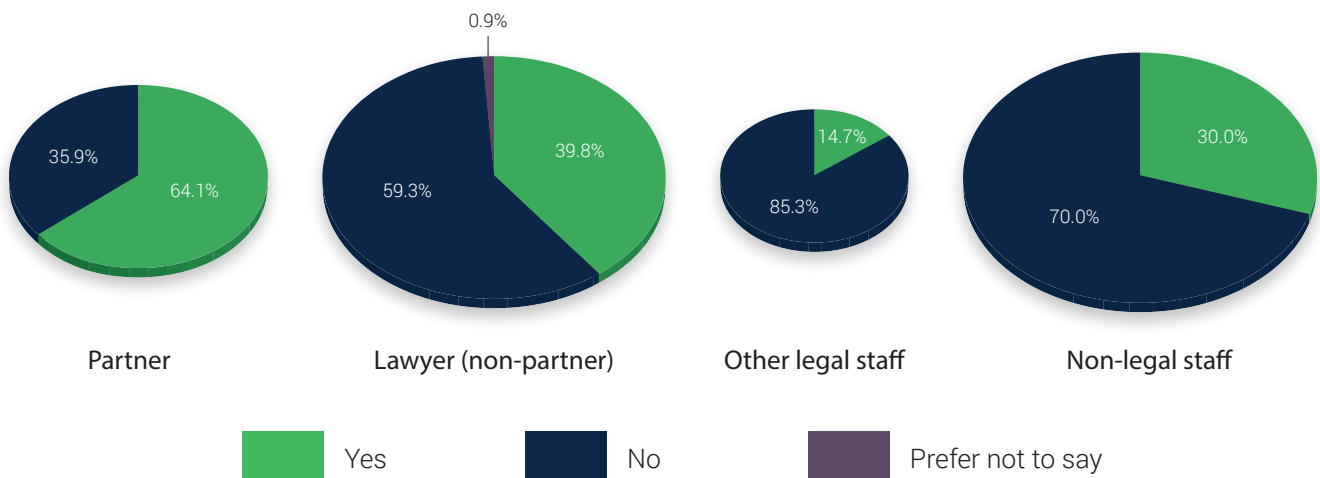
## Parents' Education

Highest level of qualification achieved by parent(s) or guardian(s)

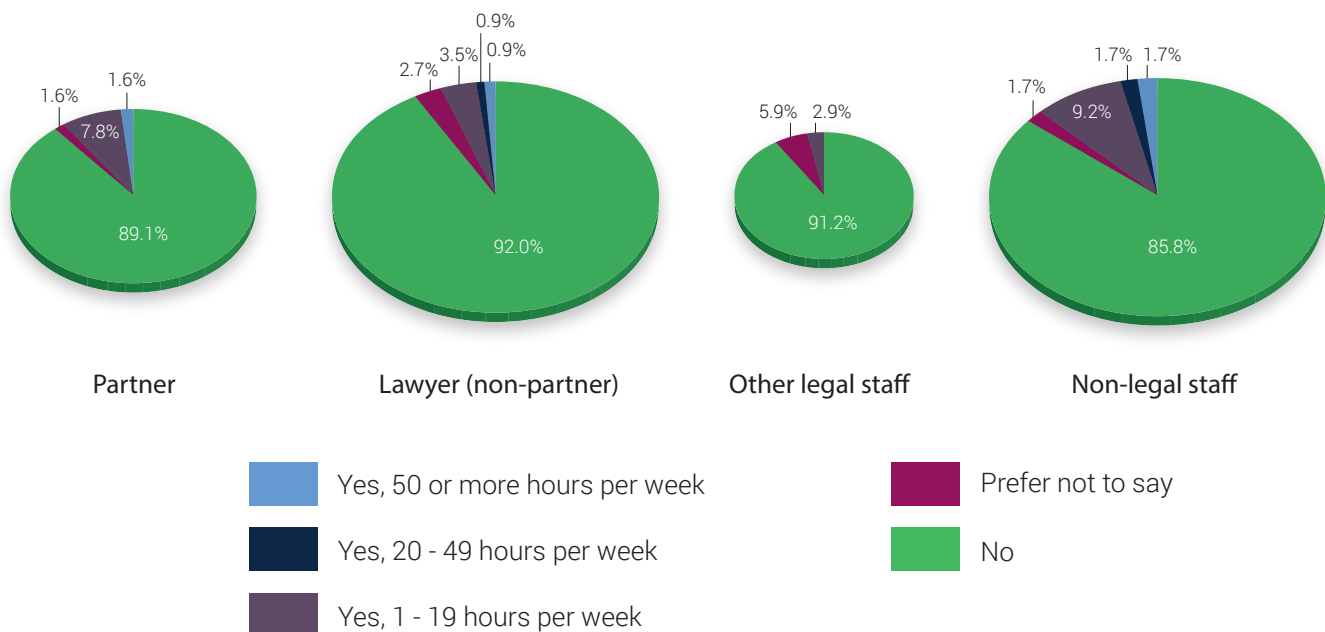


## Caring Responsibilities

Responsibilities as a primary carer for a child under 18



Caring responsibilities for someone with long-term physical or mental ill health caused by disability or age:



# Appendix: Complete data

**Note: All values represent percentage of total staff.**

The following statistics on Age, Gender and Flexible working have been provided by the Human Resources department and represent 100% of employees in the UK

## Age by job role

Age	Partner	Lawyer (non-partner)	Other legal staff	Non-legal staff	Grand Total
16-24	—	—	2.9%	3.1%	6.1%
25-34	0.4%	16.7%	5.6%	9.8%	32.6%
35-44	5.2%	14.4%	2.1%	7.3%	29.0%
45-54	9.0%	5.0%	0.4%	8.4%	22.8%
55-64	2.5%	1.9%	0.6%	3.3%	8.4%
65+	—	0.2%	—	1.0%	1.3%
Totals	17.1%	38.2%	11.6%	32.9%	100%

Note: Totals for job role are consistent across all data sets.

## Gender by job role

Gender	Partner	Lawyer (non-partner)	Other legal staff	Non-legal staff	Grand Total
Female	7.1%	25.3%	9.2%	25.5%	67.0%
Male	10.0%	12.9%	2.5%	7.3%	32.8%
Other preferred description	—	—	—	0.2%	0.2%

## Flexible working by job role

Flexible Working	Partner	Lawyer (non-partner)	Other legal staff	Non-legal staff	Grand Total
Yes	3.3%	10.6%	1.9%	7.5%	23.4%
No	13.8%	27.6%	9.8%	25.5%	76.6%

The following statistics on Disability, Religion / Belief, Ethnicity and Sexual Orientation have been taken from a voluntary employee diversity questionnaire which we asked all employees to complete. We had a 71% response rate, and these figures are based on those responses:

## Disability

Disability	Partner	Lawyer (non-partner)	Other legal staff	Non-legal staff	Prefer not to say	Grand Total
Yes	0.3%	1.8%	—	2.4%	0.6%	<b>5.0%</b>
No	18.5%	30.6%	9.7%	32.1%	1.2%	<b>92.1%</b>
Prefer not to say	—	0.9%	0.3%	0.9%	0.9%	<b>2.9%</b>

## Ethnicity

Ethnic Group	Partner	Lawyer (non-partner)	Other legal staff	Non-legal staff	Prefer not to say	Grand Total
Minority Ethnic background	0.9%	3.8%	1.8%	5.3%	—	<b>11.8%</b>
Non-minority Ethnic background	17.6%	29.1%	8.2%	29.1%	1.8%	<b>85.9%</b>
Prefer not to say	0.3%	0.3%	—	0.9%	0.9%	<b>2.4%</b>

Ethnic Group	Partner	Lawyer (non-partner)	Other legal staff	Non-legal staff	Prefer not to say	Grand Total
African - Black / Black British	—	0.3%	—	1.2%	—	<b>1.5%</b>
Any other ethnic group	—	0.3%	—	—	—	<b>0.3%</b>
Any other Mixed / Multiple ethnic background	—	0.3%	—	0.9%	—	<b>1.2%</b>
Any other White background	0.9%	1.8%	0.6%	2.1%	0.6%	<b>5.9%</b>
Caribbean - Black / Black British	0.3%	—	0.3%	0.9%	—	<b>1.5%</b>
Chinese / Chinese British	—	0.3%	—	—	—	<b>0.3%</b>



Ethnic Group	Partner	Lawyer (non-partner)	Other legal staff	Non-legal staff	Prefer not to say	Grand Total
Indian / Indian British	0.3%	2.1%	0.9%	0.9%	–	<b>4.1%</b>
Pakistani / Pakistani British	0.3%	–	0.3%	0.3%	–	<b>0.9%</b>
Prefer not to say	0.3%	0.3%	–	0.9%	0.9%	<b>2.4%</b>
White and Asian	–	0.6%	0.3%	0.3%	–	<b>1.2%</b>
White and Black African	–	–	–	0.6%	–	<b>0.6%</b>
White and Black Caribbean	–	–	–	0.3%	–	<b>0.3%</b>
White British / English / Welsh / Scottish / Northern Irish	16.8%	26.8%	7.6%	27.1%	1.2%	<b>79.4%</b>
White Irish	–	0.6%	–	–	–	<b>0.6%</b>

## Religion / Belief

Religion or Belief	Partner	Lawyer (non-partner)	Other legal staff	Non-legal staff	Prefer not to say	Grand Total
Christian	9.7%	10.3%	2.4%	12.4%	0.9%	<b>35.6%</b>
Hindu	–	0.6%	0.3%	–	–	<b>0.9%</b>
Jewish	0.3%	0.6%	–	0.3%	–	<b>1.2%</b>
Muslim	0.3%	–	0.3%	0.3%	–	<b>0.9%</b>
Sikh	0.3%	1.5%	0.6%	0.6%	–	<b>2.9%</b>
Any other religion or belief (please specify)	–	0.6%	0.6%	0.6%	–	<b>1.8%</b>
No religion or belief / Atheist	7.4%	18.2%	5.9%	17.9%	0.6%	<b>50.0%</b>
Prefer not to say	0.9%	1.5%	–	3.2%	1.2%	<b>6.8%</b>

## Sexual Orientation

Sexual Orientation	Partner	Lawyer (non-partner)	Other legal staff	Non-legal staff	Prefer not to say	Grand Total
Bi	–	0.6%	–	1.5%	0.6%	<b>2.6%</b>
Gay man	–	–	–	1.2%	–	<b>1.2%</b>
Gay Woman / Lesbian	–	0.3%	–	0.3%	–	<b>0.6%</b>
Heterosexual/ Straight	18.2%	30.6%	10.0%	31.2%	1.5%	<b>91.5%</b>
Prefer to self describe	–	–	–	0.6%	–	<b>0.6%</b>
Prefer not to say	0.6%	1.8%	–	0.6%	0.6%	<b>3.5%</b>

## Education

Type of school attended from age 11 – 16 years

Education	Partner	Lawyer (non-partner)	Other legal staff	Non-legal staff	Prefer not to say	Grand Total
Attended school outside the UK	0.9%	1.8%	1.2%	3.8%	0.3%	7.9%
Don't know	–	–	–	0.6%	–	0.6%
Prefer not to say	–	0.3%	0.3%	1.2%	0.6%	2.4%
UK Independent/ fee paying school (bursary)	1.5%	3.5%	0.9%	0.3%	0.3%	6.5%
UK Independent/ fee paying school (no bursary)	3.8%	5.9%	0.9%	1.8%	0.3%	12.6%
UK State run or funded school (selective on academic, faith or other grounds)	3.5%	7.9%	0.9%	4.1%	0.3%	16.8%
UK State school (non selective)	9.1%	13.8%	5.9%	23.5%	0.9%	53.2%

## Parents' education

Highest level of qualification achieved by parent(s) or guardian(s)

Parents qualification	Partner	Lawyer (non-partner)	Other legal staff	Non-legal staff	Prefer not to say	Grand Total
At least one has a degree level qualification	8.8%	16.5%	4.7%	10.6%	1.5%	42.1%
Don't know	0.3%	—	0.3%	4.7%	—	5.3%
No formal qualifications	2.4%	4.1%	0.9%	4.4%	0.3%	12.1%
Prefer not to say	0.6%	0.3%	—	1.8%	0.6%	3.2%
Qualifications below degree level	6.8%	12.4%	4.1%	13.8%	0.3%	37.4%

## Caring Responsibilities

Responsibilities as a primary carer for a child under 18

Carer for child under 18	Partner	Lawyer (non-partner)	Other legal staff	Non-legal staff	Prefer not to say	Grand Total
Yes	12.1%	13.2%	1.5%	10.6%	—	37.4%
No	6.8%	19.7%	8.5%	24.7%	2.1%	61.8%
Prefer not to say	—	0.3%	—	—	0.6%	0.9%

Caring responsibilities for someone with long-term physical or mental ill health caused by disability or age:

Carer	Partner	Lawyer (non-partner)	Other legal staff	Non-legal staff	Prefer not to say	Grand Total
No	16.8%	30.6%	9.1%	30.3%	0.9%	87.6%
Prefer not to say	0.3%	0.9%	0.6%	0.6%	0.6%	2.9%
Yes, 1 - 19 hours per week	1.5%	1.2%	0.3%	3.2%	1.2%	7.4%
Yes, 20 - 49 hours per week	—	0.3%	—	0.6%	—	0.9%
Yes, 50 or more hours per week	0.3%	0.3%	—	0.6%	—	1.2%

## **Birmingham**

One Temple Row  
Birmingham  
B2 5LG

## **Bristol**

Kings Orchard  
1 Queen Street  
Bristol  
BS2 0HQ

## **Leeds**

Toronto Square  
7th Floor  
Toronto Street  
Leeds  
LS1 2HJ

## **London**

Fleet Place House  
2 Fleet Place  
Holborn Viaduct  
London  
EC4M 7RF

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