

Employee diversity data 2025

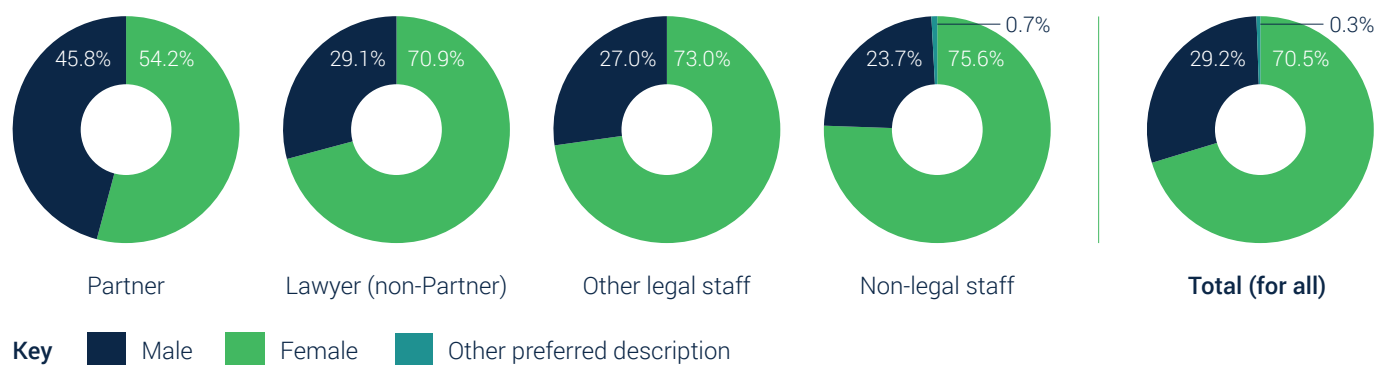
Bevan Brittan 

The following statistics on age, gender and flexible working have been provided by the Human Resources department and represent 100% of our employees as at 10 June 2025.

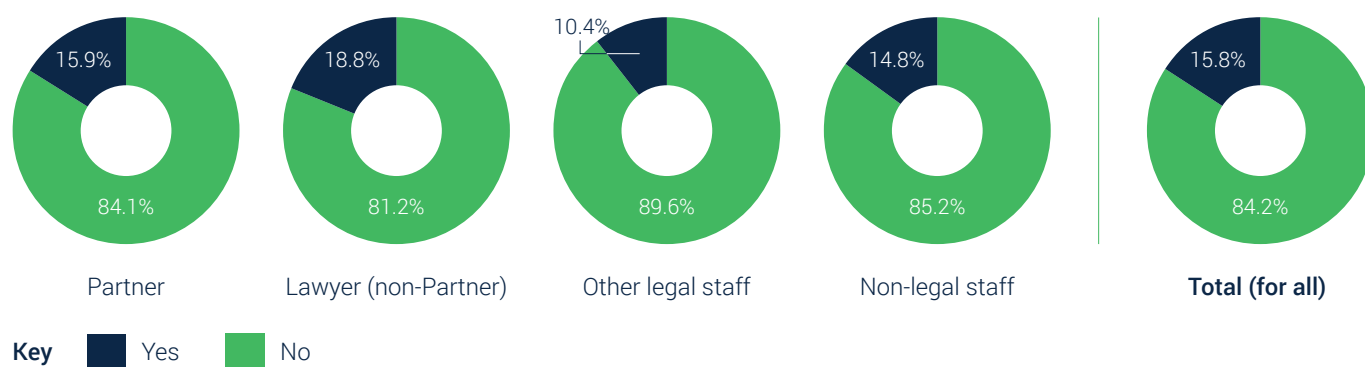
Age

Age	Partner	Lawyer (non-Partner)	Other legal staff	Non-legal staff	Total (for all)
16-24	0.0%	0.0%	33.0%	13.7%	9.6%
25-34	0.0%	38.7%	46.1%	34.8%	33.2%
35-44	29.9%	41.1%	11.3%	17.4%	27.0%
45-54	49.5%	12.3%	5.2%	18.9%	18.6%
55-64	20.6%	7.5%	3.5%	13.3%	10.7%
65+	0.0%	0.4%	0.9%	1.9%	0.9%

Gender

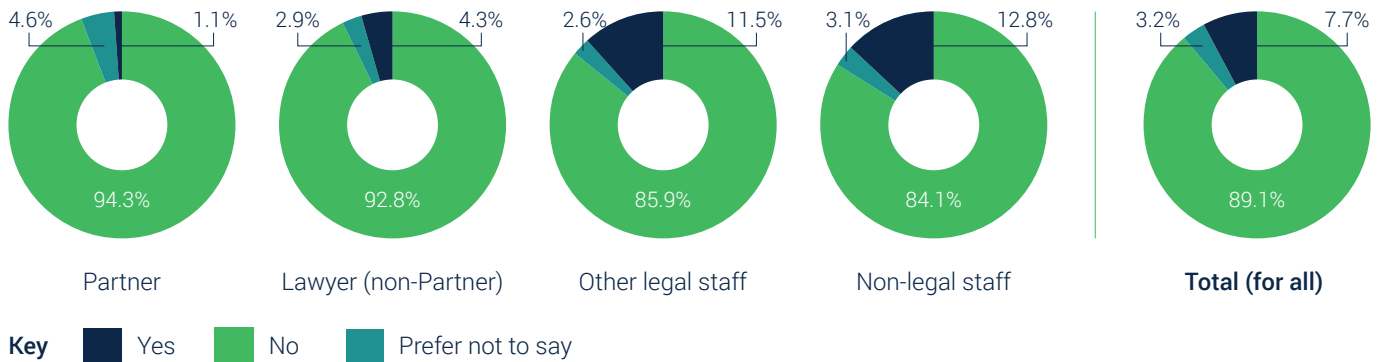


Flexible working

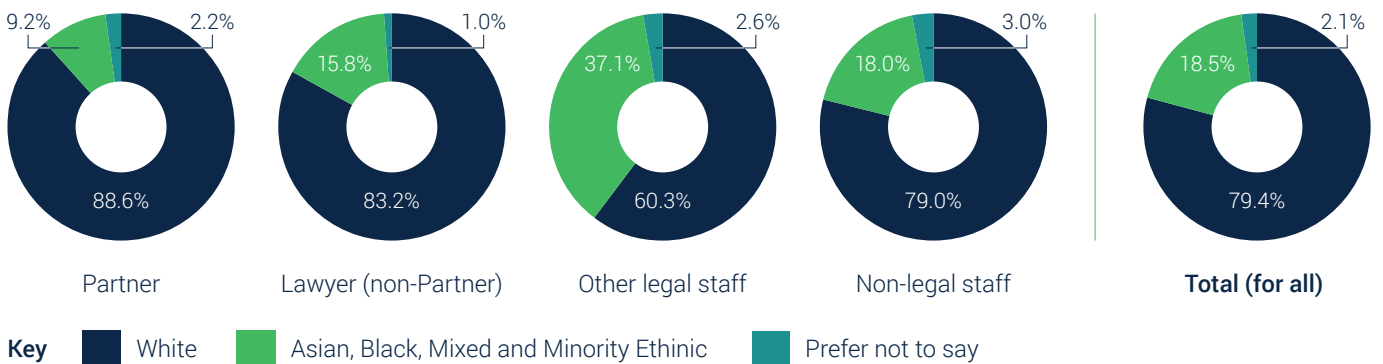


The following statistics on disability, ethnicity, religion/belief, sexual orientation, education, parents' education and caring responsibilities have been taken from our HR system, following a voluntary data collection campaign. 73% of our people chose to share their data and these figures are based on this data as at 10 June 2025.

Disability



Ethnicity



White:

- White British / English / Welsh / Northern Irish / Scottish
- White - Irish
- White - any other white background

Asian, Black, Mixed and Minority Ethnic:

- Asian / Asian British - Bangladeshi
- Asian / Asian British - Chinese
- Asian / Asian British - Indian
- Asian / Asian British - Pakistani
- Asian / Asian British - any other Asian background
- Black / Black British - African
- Black / Black British - Caribbean
- Black / Black British - any other Black background
- Mixed / Multiple ethnic group - White and Asian
- Mixed / Multiple ethnic group - White and Black African
- Mixed / Multiple ethnic group - White and Black Caribbean
- Mixed / Multiple ethnic group - any other Mixed / Multiple ethnic background
- Other ethnic group - Arab
- Other ethnic group - any other ethnic group

Religion/Belief

Religion/Belief	Partner	Lawyer (non-Partner)	Other legal staff	Non-legal staff	Total (for all)
Buddhist	0.0%	0.0%	0.0%	0.5%	0.2%
Christian	43.2%	29.3%	26.9%	34.9%	33.0%
Hindu	0.0%	2.4%	0.0%	2.1%	1.6%
Jewish	2.3%	0.5%	1.3%	0.0%	0.7%
Muslim	1.1%	2.4%	12.8%	1.0%	3.2%
No religion or belief	39.8%	45.7%	35.9%	42.1%	42.2%
Prefer not to say	5.7%	11.1%	7.7%	9.1%	9.0%
Sikh	4.5%	1.9%	2.6%	2.1%	2.5%
Any other religion or belief	3.4%	6.7%	12.8%	8.2%	7.6%

Sexual orientation

Sexual orientation	Partner	Lawyer (non-Partner)	Other legal staff	Non-legal staff	Total (for all)
Bi	0.0%	2.9%	5.1%	5.7%	3.7%
Gay / Lesbian	1.1%	1.9%	1.3%	1.5%	1.6%
Heterosexual	93.2%	89.4%	87.2%	85.6%	88.4%
Other preferred description	0.0%	0.5%	0.0%	1.5%	0.7%
Prefer not to say	5.7%	5.3%	6.4%	5.7%	5.6%

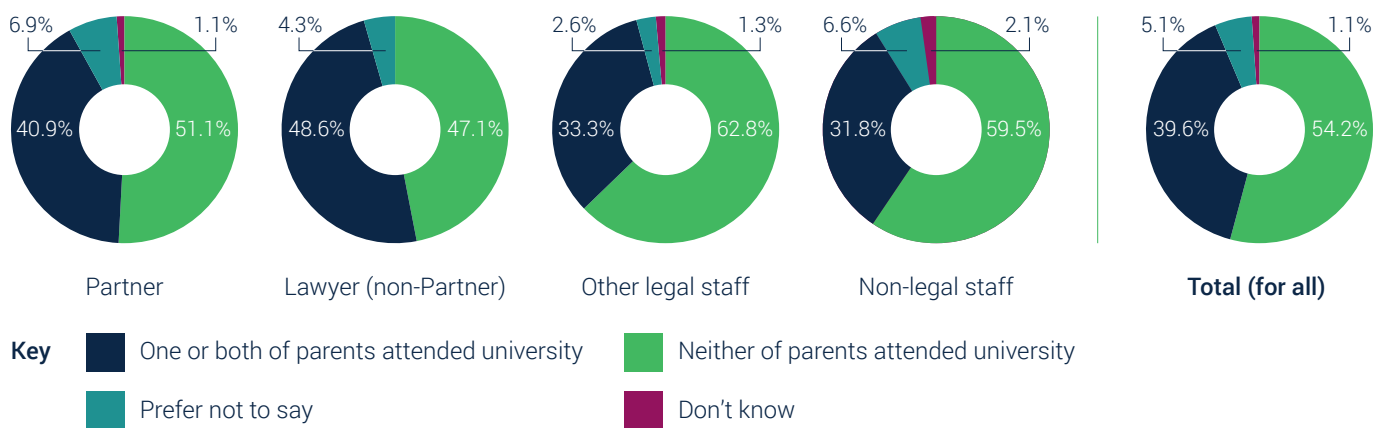
Education

Type of school attended from age 11 - 16 years

Education	Partner	Lawyer (non-Partner)	Other legal staff	Non-legal staff	Total (for all)
Attended school outside the UK	1.1%	8.7%	6.4%	9.7%	7.6%
Don't know	0.0%	0.0%	0.0%	2.1%	0.7%
Prefer not to say	5.8%	3.9%	5.1%	6.1%	5.0%
Independent / fee-paying school (no bursary)	17.0%	14.4%	11.5%	7.7%	12.1%
Independent / fee-paying school (bursary)	4.5%	1.9%	1.3%	0.5%	1.8%
State-run or state-funded school (non-selective)	52.3%	54.3%	59.0%	62.1%	57.3%
State-run or state-funded school (selective on academic, faith or other grounds)	19.3%	16.8%	16.7%	11.8%	15.5%

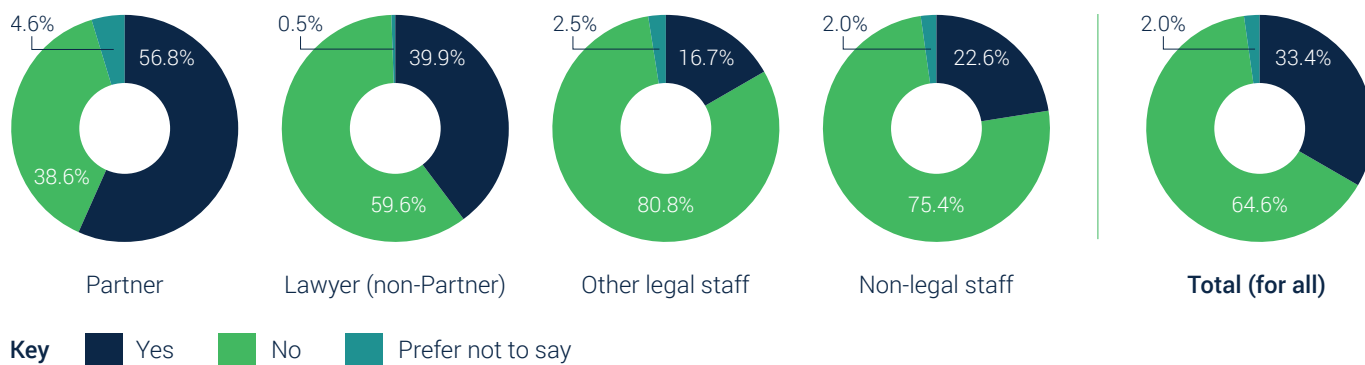
Parents' education

Parents who had attended university and gained a degree by the time employee was 18



Caring responsibilities

Responsibilities as a primary carer for a child or children under 18



Caring responsibilities for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)

Carer	Partner	Lawyer (non-Partner)	Other legal staff	Non-legal staff	Total (for all)
No	84.1%	88.0%	79.5%	87.2%	85.9%
Prefer not to say	6.8%	3.8%	8.9%	6.6%	6.0%
Yes, 1 - 19 hours per week	8.0%	6.3%	6.4%	2.6%	5.3%
Yes, 20 - 49 hours per week	1.1%	0.5%	2.6%	2.1%	1.4%
Yes, 50 or more hours per week	0.0%	1.4%	2.6%	1.5%	1.4%

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