

Employee diversity data 2024

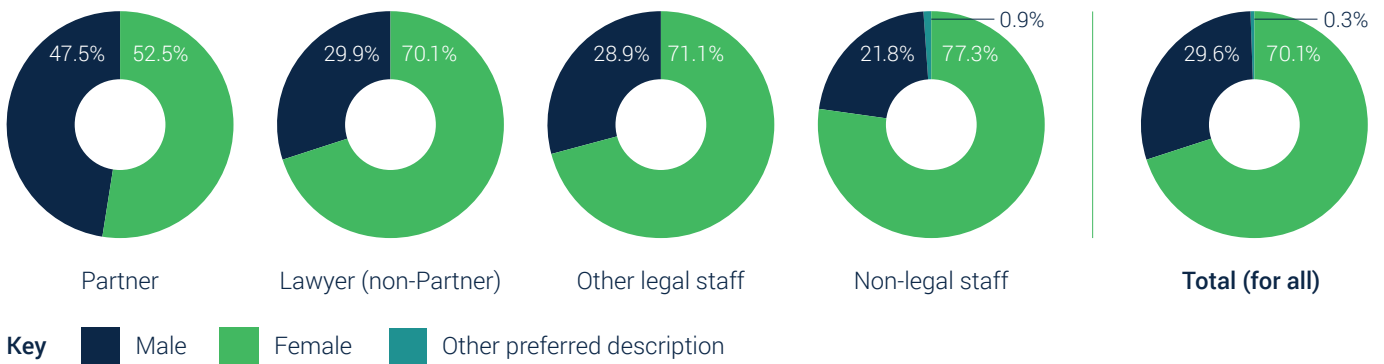
Bevan Brittan 

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 16 August 2024.

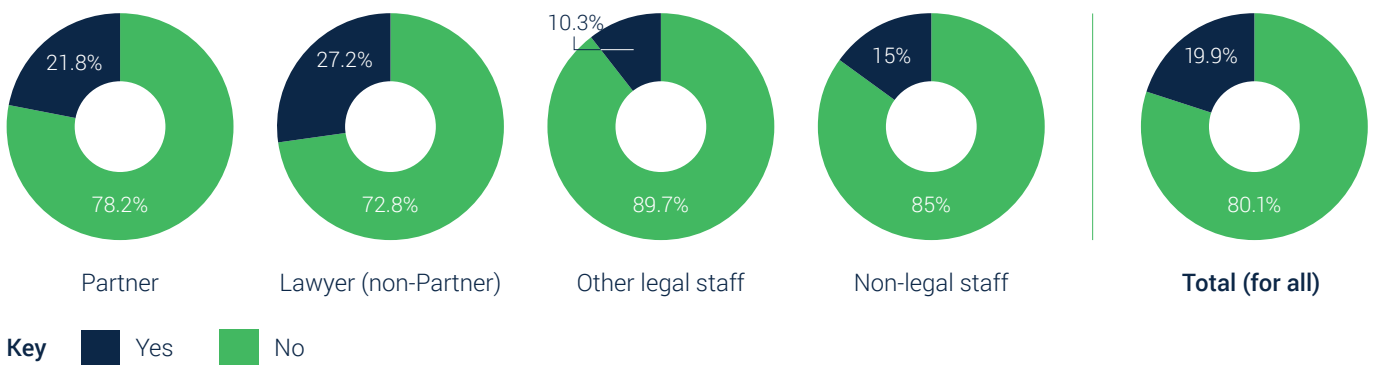
Age

Age	Partner	Lawyer (non-Partner)	Other legal staff	Non-legal staff	Total (for all)
16-24	0%	0%	34%	18%	10.8%
25-34	0%	36.8%	45.4%	29.5%	30.1%
35-44	30.7%	40.6%	13.4%	15.8%	27%
45-54	47.5%	16.1%	3.1%	20.5%	20.4%
55-64	21.8%	6.1%	3.1%	14.1%	10.7%
65+	0%	0.4%	1%	2.1%	1%

Gender

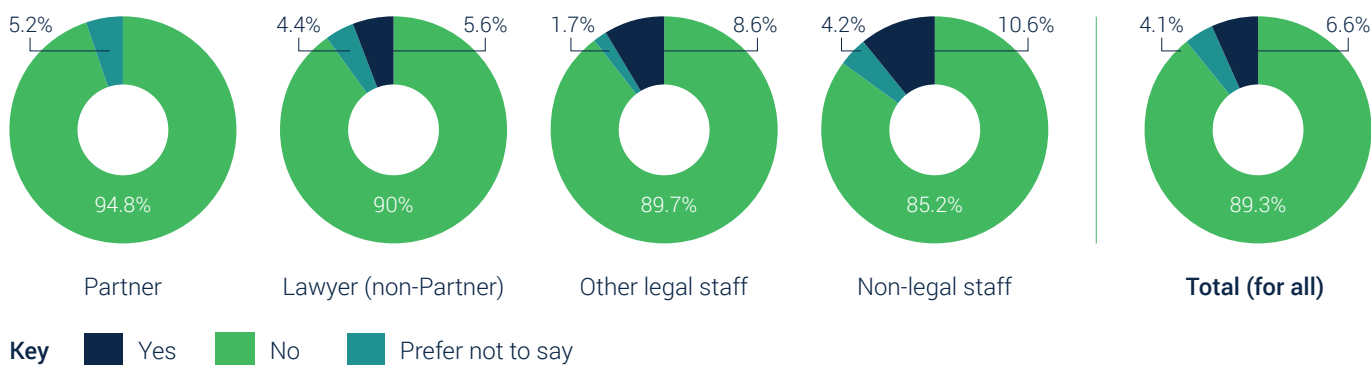


Flexible working

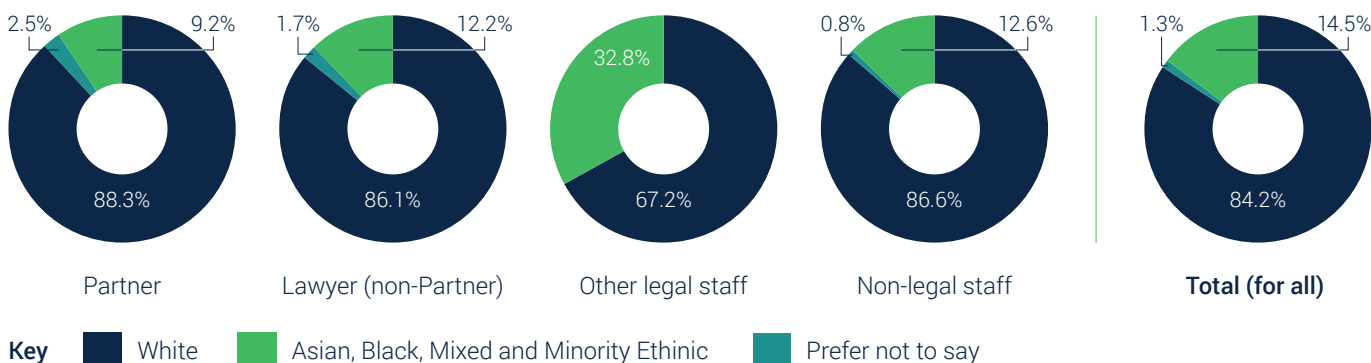


The following statistics on disability, ethnicity, religion/belief, sexual orientation, education, parents' education and caring responsibilities have been taken from our HR system, following a voluntary data collection campaign. 66% of our people chose to share their data and these figures are based on this data as at 16 August 2024.

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%	0.7%	0.2%
Christian	40.3%	32.8%	29.3%	38%	35.2%
Hindu	0%	1.1%	3.4%	2.1%	1.5%
Jewish	2.6%	1.1%	1.7%	0.7%	1.3%
Muslim	1.3%	1.7%	8.6%	0.7%	2.2%
No religion or belief	40.3%	42.8%	38%	43%	41.8%
Prefer not to say	6.4%	11%	3.4%	6.3%	7.9%
Sikh	3.9%	2.8%	1.7%	0.7%	2.2%
Any other religion or belief	5.2%	6.7%	13.9%	7.8%	7.7%

Sexual orientation

Sexual orientation	Partner	Lawyer (non-Partner)	Other legal staff	Non-legal staff	Total (for all)
Bi	0%	1.7%	8.6%	7.7%	4.2%
Gay / Lesbian	1.3%	1.1%	3.4%	0.7%	1.3%
Heterosexual	93.5%	91.1%	81%	85.2%	88.4%
Other preferred description	0%	1.1%	0%	1.4%	0.9%
Prefer not to say	5.2%	5%	7%	5%	5.2%



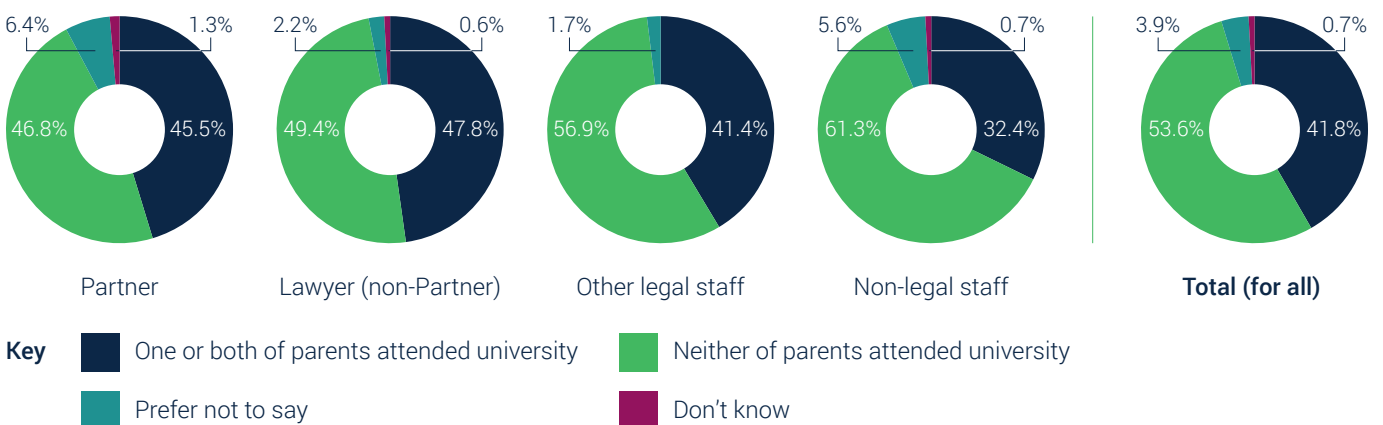
Education

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	2.6%	8.9%	8.6%	10.6%	8.3%
Don't know	0%	0%	0%	2.1%	0.7%
Prefer not to say	7.8%	2.7%	5.2%	4.8%	4.6%
Independent / fee-paying school (no bursary)	16.9%	17.8%	8.6%	9.2%	13.8%
Independent / fee-paying school (bursary)	5.2%	2.2%	5.2%	0%	2.4%
State-run or state-funded school (non-selective)	50.6%	50.6%	62.1%	59.2%	54.7%
State-run or state-funded school (selective on academic, faith or other grounds)	16.9%	17.8%	10.3%	14.1%	15.5%

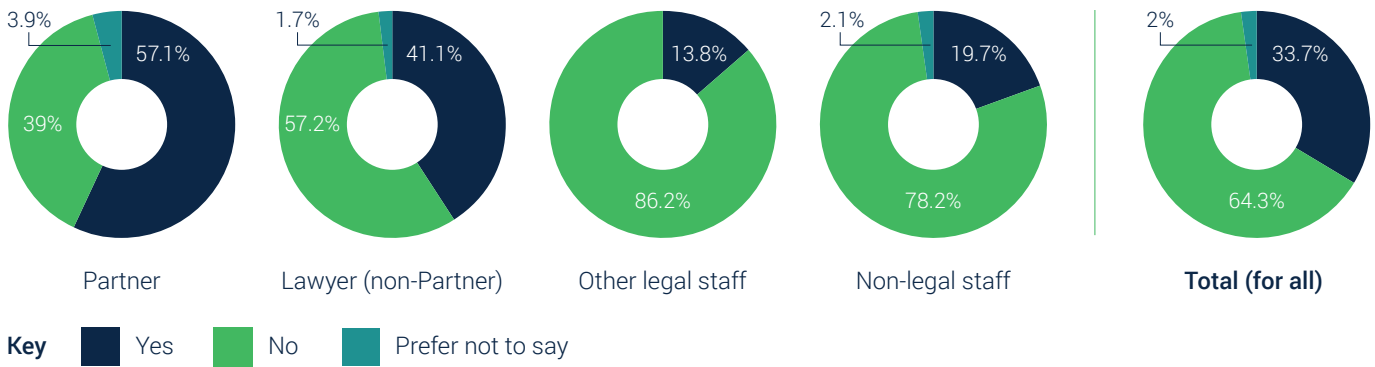
Parents' education

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	83.1%	87.2%	87.9%	86.6%	86.4%
Prefer not to say	7.8%	4.9%	5.1%	5.7%	5.6%
Yes, 1 - 19 hours per week	7.8%	5.6%	3.5%	4.2%	5.3%
Yes, 20 - 49 hours per week	1.3%	0.6%	0%	1.4%	0.9%
Yes, 50 or more hours per week	0%	1.7%	3.5%	2.1%	1.8%

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