

DIVERSITY STATISTICS 2019

DIVERSITY MONITORING

Collecting diversity data from all members of the firm provides us with the information to monitor and report on the firm's diversity profile. This enables us to:

- work towards achieving our business strategy of recruiting, promoting and retaining the best talent from a cross-section of society;
- understand the make-up of our workforce and ensure that we have in place the appropriate support, guidance and policies, demonstrating our commitment to equal opportunities at BDB Pitmans;
- comply with the statutory requirement the Legal Services Board has placed on the SRA to oblige law firms to collect and publish diversity data on their workforce; and
- have a diversity profile that better reflects the profile of our range of clients and local labour market. This will improve our ability to better understand our clients' needs and reinforce our image of being an attractive place to work.

DIVERSITY STATISTICS FOR 2019

This table displays the firm's breakdown of diversity indicators by percentage of the total headcount within each job classification in 2019.

		Partner	Solicitors	Other fee earning roles	Non legal staff	Firm wide
Gender	Male	66.25%	28.79%	33.68%	27.22%	35.70%
	Female	33.75%	71.21%	66.32%	72.78%	64.30%
Age	16 – 24	0.00%	0.76%	12.63%	15.19%	7.96%
	25 – 34	3.75%	58.33%	42.11%	24.05%	33.98%
	35 – 44	36.25%	31.06%	11.58%	21.52%	24.73%
	45 – 54	32.50%	6.82%	13.68%	26.58%	19.35%
	55 – 64	23.75%	3.03%	16.84%	10.13%	11.83%
	65+	3.75%	0.00%	3.16%	2.53%	2.15%
	Ethnicity	Declared minority ethnic	13.75%	15.15%	17.89%	13.92%
Disability	Declared disability	1.25%	3.79%	3.16%	3.16%	3.01%
First generation to attend university		28.81%	33.89%	16.94%	20.33%	25.37%
Flexible working arrangements		6.25%	22.73%	10.53%	13.29%	14.19%

This is based on a response rate of 79%.